

HR SERVICES · A GUIDE FOR GROWING ORGANISATIONS

Stronger people. *Stronger business.*

HR expertise for how you hire, organise, develop and retain your people.
Engage us for one service, or build a connected approach across all six.

Recruitment

Staffing

HR Solutions

Training

HR Outsourcing

Engagement & Retention

ONE PARTNER. A BROADER PERSPECTIVE.

Your HR needs evolve. *Your support should, too.*

Hiring a key person, putting policies in place and improving the employee experience are different needs. They also influence one another.

Eshcol Global brings these areas into a connected conversation. We begin with the business challenge, identify the support that is relevant and agree a practical scope, in writing, before any work begins.

Six connected service lines. One accountable team.

- Recruitment
- Staffing
- HR Solutions
- Training & Development
- HR Outsourcing
- Engagement & Retention



WHO IS BEHIND IT

Led by practitioners who have sat in your chair.

Eshcol Global is led by Benjamin Basker, Founder and Managing Director, with 30+ years of HR leadership across Polaris, PepsiCo, Coca-Cola and Reckitt Benckiser, and a SHRM-SCP credential. The senior consultant who scopes your requirement stays accountable for it, with no handover to a junior desk after signing.

SINCE 2017

CHENNAI

SHRM-SCP

PAN-INDIA

“

Eshcol manages our Human Resources function and has implemented systems and procedures to streamline our HR processes and improve efficiency. They recommended and executed employee benefits consistent with industry standards with complete professionalism.

Dinesh Dulipsingh

Managing Director, Lexington Soft (P) Ltd

EXPLORE OUR EXPERTISE

Six ways to support *your people agenda.*

Browse the full portfolio or focus on a priority. Activities are indicative; scope is agreed for each engagement.



FIND THE RIGHT PEOPLE

Recruitment

A focused search for people who fit the role, the team and the direction of your business.

- Role scoping, sourcing and screening
- Shortlist in 7–10 working days for most mid-level roles
- Replacement guarantee, agreed per assignment

eshcolglobal.com/recruitment-services



RESPOND TO CHANGING DEMAND

Staffing

Temporary, contract and project-based professionals for workload changes and project needs.

- Screened professionals on our payroll
- Payroll, statutory compliance and benefits handled by us
- From two weeks, with no fixed minimum

eshcolglobal.com/staffing-services



BUILD A STRONGER FOUNDATION

HR Solutions

Practical consulting to strengthen the structures, policies and management practices your business needs.

- HR foundations: policies and employee handbook
- Performance, organisation and role design
- Compensation structure and engagement

eshcolglobal.com/hr-solutions

DEVELOP & RETAIN, AND RUN HR

Support people. *Sustain progress.*

Each service works on its own or alongside the others, with one named senior consultant throughout.



DEVELOP CAPABILITY

Training & Development

Customised learning connected to the situations, skills and behaviours that matter at work.

- Leadership and management essentials
- Communication, sales and customer service
- Workshops, coaching and team sessions

eshcolglobal.com/training-development



BRING CONSISTENCY TO OPERATIONS

HR Outsourcing

Managed day-to-day HR support, either as your HR function or alongside an internal team.

- Eight HR functions across the employee lifecycle
- Strict NDA and data-handling terms
- Three-month minimum engagement

eshcolglobal.com/hr-outsourcing



UNDERSTAND THE EXPERIENCE

Employee Engagement & Retention

Understand what employees are experiencing and turn relevant findings into a focused response.

- Surveys, diagnostics and exit-interview analysis
- Manager effectiveness, culture and recognition
- Retention themes and progress reviews

eshcolglobal.com/employee-engagement-retention

Activities listed are indicative. Scope, deliverables, responsibilities and terms are agreed for each engagement.

Similar questions. *Different kinds of support.*

Some requirements benefit from more than one service. These comparisons show where each one starts.

WHEN YOU NEED PEOPLE

Recruitment or staffing?

CONSIDER	RECRUITMENT	STAFFING
Primary need	A person for a lasting role in your organisation.	Capacity for an agreed period, workload or project.
Typical focus	Role definition, sourcing, screening and offer coordination.	Skills, headcount, duration, deployment and administration.
Ask yourself	What should the hire contribute over time?	What work must be covered, and for how long?

WHEN YOU NEED A STRONGER HR FUNCTION

Consulting or outsourcing?

CONSIDER	HR SOLUTIONS	HR OUTSOURCING
Primary need	Design or improve a practice, structure or framework.	Coordinate and run agreed recurring HR activities.
Typical focus	Policies, organisation design and performance systems.	Onboarding, payroll coordination and employee administration.
Ask yourself	What needs to be built or changed?	What needs consistent day-to-day ownership?

Training focuses on skills and behaviours. Engagement work explores the employee experience and the reasons behind disengagement. Findings from one can help shape the other.

THE CONNECTION MATTERS

Build the team. Support the managers. Put the foundations in place.

A people challenge rarely sits in isolation. A business expanding its team might combine recruitment with manager development and HR policy work. The right combination follows the need.

Recruitment
+ Training
+ HR Solutions

TRANSPARENT COMMERCIAL STRUCTURES

Priced around scope, *confirmed after discovery.*

Three ways corporates work with us. Which one fits depends on how much of the function you want to hand over. We confirm a fixed scope and fee in writing before anything starts.

MODEL 01

Single mandate

One role, one project, one problem.

- Recruitment, staffing or a single HR project
- A senior consultant owns delivery
- Structured screening and reference checks
- Fee agreed in writing before we start
- Replacement guarantee, period agreed per assignment

Best for · First engagement · urgent hire · defined project

MOST CHOSEN
MODEL 02

Managed HR retainer

Your HR function, run by us and reported monthly.

- Everything in a single mandate
- Recruitment, onboarding and employee relations
- Payroll support and statutory compliance
- Policy upkeep and process documentation
- Monthly report and periodic leadership review

Best for · Growing corporates · multi-site · no internal HR bandwidth

MODEL 03

Full function partner

A senior team embedded in your organisation.

- Everything in a managed retainer
- All eight HR functions covered
- Strict NDA and data-handling agreement
- Three-month minimum, longer is the norm
- Named escalation route

Best for · Organisations handing over HR end to end

No hidden markups, no surprise invoices. You receive a fixed written scope, a transparent statutory breakup and the exact success measures we will be judged on before any deployment starts.

How are scope, fees and timelines determined?

They depend on the issue, the size of the organisation, the information available and the implementation needed. These are discussed before work begins, with agreed deliverables, responsibilities and milestones.

Can the scope change as we grow?

Yes. It is reviewed as your needs evolve. Changes to activities, capacity or responsibilities are agreed together with your leadership, never assumed on either side.

A CLEAR WORKING RELATIONSHIP

Start with clarity. *Stay connected to the work.*

Whether you need one assignment or a broader partnership, we agree the essentials before delivery begins, so you always know what happens next and who owns it.

THE SCOPE

What needs to change?

The business problem, the relevant services, the deliverables and the practical boundaries of the engagement.

THE RESPONSIBILITIES

Who will do what?

Working contacts, decision owners, required inputs and the involvement of your leadership or HR team.

THE REVIEW

How is progress discussed?

Useful measures, review points, and how changing priorities or new information will be handled.

Where is your organisation today?

01

Starting out

HR Solutions · Recruitment · HR Outsourcing

02

Growing your team

Recruitment · Staffing · Training & Development

03

Strengthening the organisation

HR Solutions · Engagement · Training

04

Working through change

HR Solutions · HR Outsourcing · Engagement

A pathway is a conversation starter. The right services, sequence and scope follow your actual needs.

You don't need a finished brief

- Your business context, locations and approximate team size
- The issue you want to solve and the outcome you want
- What is already in place and who owns the work today
- Any timing, capacity or practical constraints
- The people who should be involved in deciding next steps

Can we engage Eshcol for a single requirement?

Yes. You can discuss one assignment, such as a hire, a policy review or a learning programme, as well as a broader combination of services. The scope should reflect the actual requirement.

Can you work alongside our internal HR team?

Yes. Services can complement an existing team. We agree the division of work, decision responsibilities and communication arrangements so the support fits your organisation.

“Eshcol delivered a complete HR transformation for our company. They analysed our requirements, built systems tailored to how we work, and implemented them seamlessly, leaving us with HR processes that are stronger, more structured, and easier to run.”

Arun Rathod

CEO, Flosil Group of Companies

“We approached Eshcol Global when we needed to fill several critical roles without compromising on fit. The team understood our requirements from the first conversation and came back with candidates who were genuinely well-matched, not just on paper, but culturally too.”

Sagarika Chatterjee

Human Resource Director, Davies Group

Start with the business challenge.

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