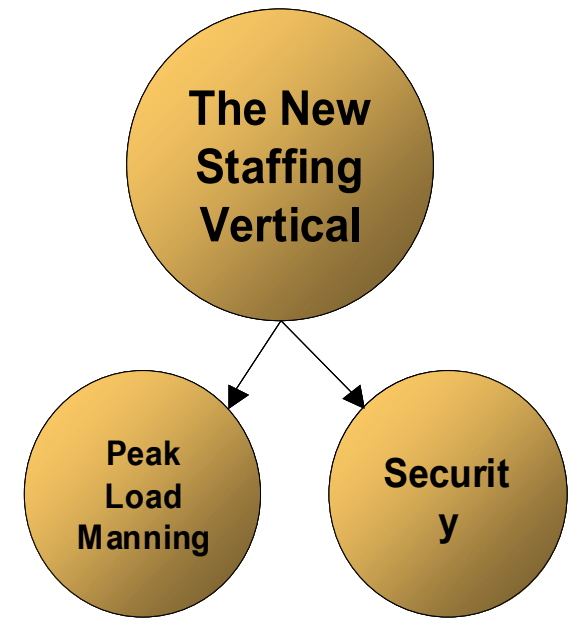


Interns Acquisition Services

A TMI Campus Service Offering



TMI Group-An Overview of Services



TMI Group Core Management Team



T. Muralidharan
Chairman, TMI Group
MD, C&K Management Ltd

A graduate of IIT Chennai & IIM Ahmedabad



T. Sreedhar
Managing Director,
TMI Network
Founder and Ex-Chairman, ERA



B. Ramakrishnan
Director
Chemical Engineer with a Post-Graduation in Management from Top Schools



Sethuraman
Chief Financial Officer,
Mechanical Engineer from NIT, Trichy & PGDBM from IIM, Bangalore. Mr. Sethuraman has been Director - Corporate with Shetron Group prior to his joining TMI Group. He worked as General Manager - Group Corporate Affairs in Duncan Goenka Group, President, Global PET Films, Inc., USA. (subsidiary of Garware Polyester), Deputy General Manager - Corporate Affairs, Garware Polyester Limited, Senior Executive - Corporate Affairs and Reliance Industries Limited. He began his career as an Engineer at HPCL, Vizag refinery in 1984.

**Six Branches, 300 Associates
20 Years in Recruiting Space**



Why Hire Interns

- Thinking skills
 - Interns are quick learners who can gather and absorb new information quickly and effectively.
 - Interns use information appropriately to provide thorough analysis and balanced recommendations.
 - Interns solve problems and present a series of options based on thorough research, good knowledge and judgment.
- Communication skills
 - Interns demonstrate good oral communication skills - in formal and informal presentations, in meetings, and in general.



Why Hire Interns-Contd..

- Results skills
 - Interns conceptualize, develop, plan, implement and evaluate specific tasks/projects, with acceptable results, on time, and within budget, using resources appropriately.
 - Interns are able to shift course in mid stream if necessary, and can juggle several priorities, while keeping an eye on the results required.
- Leadership skills
 - Interns display initiative and take appropriate risks, are focused towards customer service and display clear values.



The Management Internship Program

- The Management Internship Program (MIP) is designed to recruit well trained, knowledgeable individuals who could, with appropriate experience and training, aspire to take on higher responsibilities within the organization.
- The Management Internship Program may have rotational assignments to facilitate a positive exposure to the daily operations.
- During the course of their internship program, interns are expected to be 'quick learners', to use information appropriately, to provide thorough analysis, balanced recommendations and to solve problems.
- Interns will receive regular and ongoing feedback and will have access to a mentor.



Assignments

- During the course of the Management Internship Program, interns will receive various assignments within the Organization.
- The purpose of these assignments is to:
 - provide on the job experience
 - provide exposure to day to day operation of the organization
 - provide an opportunity for interns to demonstrate their various skills
 - provide interns with the opportunity to have a well-documented portfolio at the end of their assignment.



Mentors

- Throughout the duration of their internship, interns will have access to individuals who have expressed an interest in mentoring. As such, these mentors have a specific role:
 - As communicators, they create an environment for open interaction.
 - As counsellors, they work with interns to identify and understand career-related skills, interests and values.
 - As coaches, mentors recommend specific behaviours in which interns need improvement and they clarify and communicate organizational goals and objectives.
 - As advisors, mentors recommend training and development opportunities from which interns could benefit and appropriate strategies for career direction.
 - As resource persons, mentors expand the interns' network of professional contacts.
 - As advocates, mentors may intervene on the interns' behalf, representing the interns' concerns to higher levels for resolution on specific issues.



Eligibility Criteria

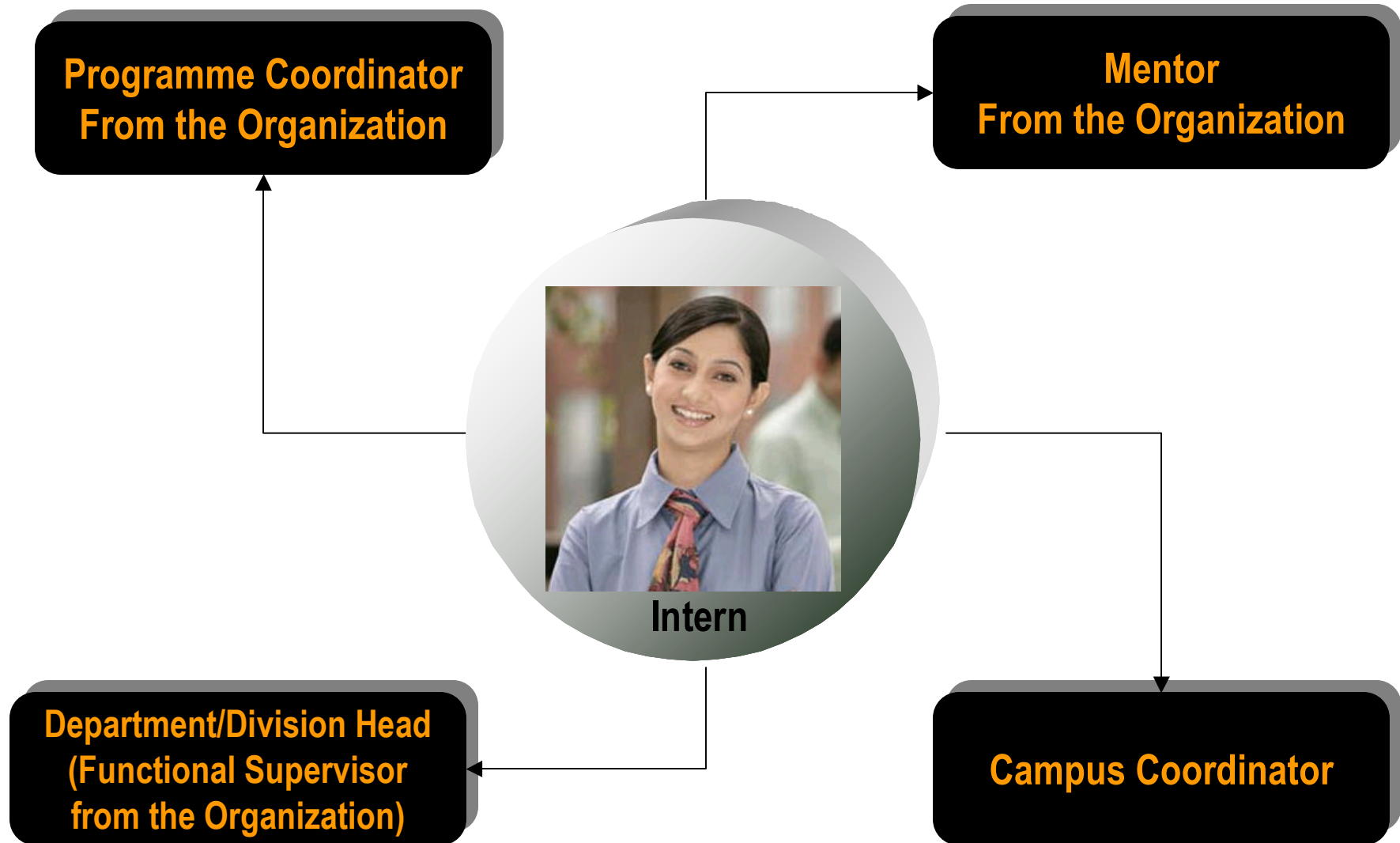
- B-School Graduates or pursuing
- Available for exclusive discretion of the organization for a period of 45 days.
- Above average communications, relationship and leadership skills.
- With or without work experience
- Mobile within the designated area.
- Willing to stretch

Compensation

- Stipend: **To Be Mutually Discussed**
- Reimbursements: **To Be Mutually Discussed**



Roles in MIP



TMIF Scope of Service

- Upon receipt of requirement TMI F will analyze the nature of skill requirements and draw up its sourcing plan of campuses.
- Commercial terms will be forwarded following which TMI Team will carry out the following activities:
 - Intimation to campuses
 - Applicant short listing
 - Interview coordination (Personal or over the phone) with Client
 - Will coordinate issue of short term assignment offer letters
 - Will aid in joining coordination
- For an additional fee
 - Event management for Project Report Presentation day.



Commercials

- Will be forwarded upon receipt of following information:
 - Volume of hires
 - Location of Hires
 - Probable assignments
 - Hiring Timelines
 - Nature of engagement with Trainees (paid or free internship)
 - Probable models are:
 - Cost per joining
 - Cost per campus
 - Lump sum flat fee

Things to do

- List out location wise number of Trainees
- List out probable project areas;
 - Sales
 - Marketing
 - Operations
 - Supply Chain Management
 - Market Research
 - Door to door surveys
 - Competition Analysis
 - Other areas
- Chart out the probable compensation model for these trainees
- Decide on the timelines for each project
- Send above details to TMIF



Thank You

- Your contact for this assignment with TMI is
 - Mr.Rajesh Kumar, Group Business Acquisition Team
 - Contact Number: +91 9246 554193
 - Email: rkumar@tminetwork.com
- Click on your area of interest to view our Case Studies and learning documents in various service domains:

Training

Defense Personnel Hiring

Online Induction Training

E-On boarding

Peak Load Staffing

RPO Services

Turnkey Hiring

