



SHARPNER



Dr. DRONRATHORE
MR. SHARPNER

An Education, Employment, Startup & Business Revolution



**Recruitment &
Manpower cost
Reduction**

**Organic Talent
Farming**

**Profit before Sales
& Business Growth**

**Capability &
Competency Building**

**Best Culture
Building Solution**

ABOUT US

SHARPNERR EMPOWERMENT LIMITED is A Public Limited Company, formerly known as B K S Products LLP (BHALAI KI SUPPLY), was founded in 2015.

In 2024, one vertical of B K S Products LLP, specializing in Consultancy and Training, was significantly expanded under the name SHARPNERR EMPOWERMENT LIMITED.

The founder of SHARPNERR EMPOWERMENT LIMITED is Dr. Dron Rathore, Ph.D. holder in Management with 23 years of experience across 7 countries

and Co-founder Mrs. Babita Varma, an LLB graduate, Legal Consultant, and Chairperson of an NGO called Hamari Ladli.



SHARPNERR EMPOWERMENT LIMITED is guided by five more Shareholders Mrs. Poornima, Mr. Pushpender, Mr. Prakhar, Mr. Satish, and Mr. Davendra. Each Shareholders brings over 20 years of experience in their respective industries.

We SHARPNERR are dedicated to enhancing the education system through a career-based approach and driving business growth by improving products, processes, systems, and nurturing workforce.

The vision of SHARPNERR is to achieve 100% Employment, provide Free education, contribute to Industry growth, and participate in Nation-Building through a people-first approach.

VISION

Our vision at SHARPNERR EMPOWERMENT LIMITED is to foster happiness and smiles among people by ensuring 100% Employment and free Education, while enhancing the value within the education system and fostering growth in businesses and startups.

MISSION

We are dedicated to enhancing the education system through a career-based approach and driving business growth by improving products, processes, systems, and nurturing our workforce.

OBJECTIVES

1. Achieve 100% Employment.
2. Attain Free Education for all.
3. Engage with 1 billion individuals.
4. Attain a valuation of 10,000 Cr for the company.

VALUES: WE UPHOLD A 'PEOPLE FIRST' APPROACH IN ALL ASPECTS OF OUR OPERATIONS.



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RECRUITMENT & MANPOWER COST REDUCTION

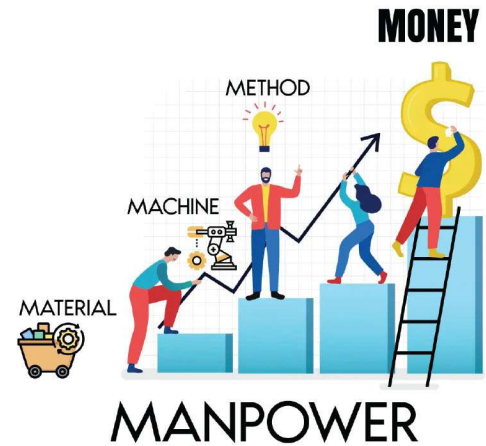
Unlock efficiency and savings with our tailored solutions. Streamline your recruitment processes and optimize manpower utilization, minimizing costs while maximizing productivity.

Email: INFO@SHARPNER.COM | WWW.SHARPNER.COM | Call: +91 818181 3977

LETS BUILD TOMORROW TOGETHER

ESSENTIAL COMPONENTS FOR ORGANIZATIONAL SUCCESS

To run an organization successfully, you need the 5Ms: Money, Machine, Material, Method, and Manpower. While money can arrange machine, material and method, securing timely and capable manpower remains a challenge.



MONEY

Financial Resources



MACHINE

Tech Equipment



MATERIAL

Resource Inventory



METHOD

Operational Process



MAN

Human Resource

TOP CHALLENGES OF THE INDUSTRY

NO ONE WANTS TO TAKE A FRESHER LESS EXPERIENCED LESS SKILLED PERSON

CHALLENGE 1

ACQUIRING SKILLED TALENT

Acquiring Capable/Skilled Talent: Strategically sourcing and recruiting individuals with the requisite skills and expertise to meet organizational needs.

CHALLENGE 2

RETAINING SKILLED WORKFORCE

Implementing effective strategies to cultivate a supportive and engaging work environment that encourages talented employees to remain with the organization.

CHALLENGE 3

MANAGING COST OF RECRUITMENT

Implementing cost-effective recruitment processes to minimize expenses associated with acquiring new talent while maximizing the return.

DO YOU WANT SOLUTION TO THESE CHALLENGES?

REAL RECRUITMENT COST IS EXTEND FAR BEYOND INITIAL EXPENSES

Hiring a fresher for 3 Lacs might actually cost us **9 Lacs**
A seasoned professional at 7 Lacs could tally up to **14 Lacs**.



PRODUCTIVITY LOSS
Reduced efficiency and output.



PERFORMANCE DECLINE
Decrease in quality or effectiveness.



CUSTOMER DISSATISFACTION
Unhappy clients or negative feedback.



REJECTION RATES
High Degradion In Product & Services



MATERIAL WASTAGE
Loss of resources or Material.



FINANCIAL IMPACT
Economic losses and increased expenses.

RECRUITMENT COST FOR EXPERIENCE PEOPLE

Recruitment Assistance	Without SHARNERR	With SHARNERR
Initial Screening	Normal Recruitment Consultant	1 st Interview by Industry Expert
Candidate Selection	Sends Bulk Quantity	Sends Top 5 to 10 Candidates
Training Before Joining	X	5 Man-days Basic Training
Training After Joining	X	3 Man-days Free Training (within a year)
Replacement Guarantee	Max. 3 Months Free Replacements	5 Months Free Replacement
Additional Services	X	Basic Background Check-Complete Coordination & Follow-up

UNVEILING THE TRUE COST OF RECRUITMENT

From Education Insights to Business Consultancy, We've Got You Covered!

EDUCATION INSIGHTS

Gain valuable insights into the ever-evolving landscape of education, ensuring you stay ahead of the curve.

SKILL DEVELOPMENT

Sharpen your skill set through targeted training programs designed to meet the demands of the current job market.

STRATEGIC PLACEMENTS

Connect with opportunities that align with your skills and aspirations, paving the way for a successful fulfilling career.

CAREER GROWTH

Experience continuous career growth with personalized strategies, resources to navigate your professional journey.

BUSINESS CONSULTANCY

Unlock potential of business with expert consultancy services, guiding towards sustainable growth and Success.

PEOPLE TRAINING

Cultivate a dynamic skilled workforce through customized training programs, enhancing organizational efficiency.

RECRUITMENT COST FOR FRESHER CANDIDATES

Recruitment Assistance	Without SHARNERR	With SHARNERR
Initial Screening	No Training & Industry Readiness Provided	1 st Interview by Industry Expert
Candidate Selection	Sends Bulk Quantity without Filtering	Sends Top 5 to 10 Candidates
Training Before Joining	No Training Offered	3 Man-days Basic Training
Capability Building	X	60+ Man-days Training, Workshop & Projects
Skill Sets	X	50+ Skill Sets
Projects	X	50+ projects
Tests	X	50+ Tests
Software Proficiency	X	Proficiency in 1 Software
Equivalent Experience	X	Equivalent to 3 Years Experienced Person
Coordination & Follow-up	X	Complete Coordination & Follow-up
Background Check	X	Basic Background Check
Training After Joining	X	3 Man-days Free Training (within a year)
Replacement Guarantee	Max. 3 Months ree Replacements	5 Months Free Replacement



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WE ARE TALENT FARMERS

NOT ONLY JOB CONSULTANTS

Discover a new paradigm in talent acquisition with Talent Farmer. Unlike conventional job consultants, we specialize in cultivating organic talent tailored to your industry needs.

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ORGANIC TALENT

CUSTOMIZED TALENT ACQUISITION

we revolutionize talent acquisition by prioritizing organic talent development tailored to your industry needs. Our approach goes beyond traditional recruitment to ensure that candidates are not only a good fit for your organization but also possess the specific skills and competencies required for success in their roles.

DURATION: 60 MAN-DAY (6 MONTHS TO 1 YEAR)



TALENT FARMING

OUR PROCESS

01

MAPPING & FINALIZATION OF ALL FUNCTIONS VS SKILLS REQUIREMENTS

We meticulously map and finalize the functions and skills requirements of each position within your organization. This step ensures alignment between candidate capabilities and the demands of the role.

02

IDENTIFY - COMPETENCY & CAPABILITY MATRIX & MEASURABLE PARAMETERS

We identify competency and capability matrices along with measurable parameters to assess candidate suitability accurately. This comprehensive approach allows us to evaluate candidates based on specific criteria relevant to your organization's needs.

03

TRAINING & CAPABILITY BUILDING OF CANDIDATE IN 1:3 & 1:3 RATIO

Once candidates are identified, we provide extensive training and capability building sessions in a 1:3 and 1:3 ratio. This ensures that candidates are equipped with the necessary skills and competencies required to excel in their roles, setting them up for success from the outset.

COMPREHENSIVE RECRUITMENT SOLUTIONS



TAILORED INTERVIEWS

Conduct interviews according to your specific requirements, ensuring that candidates are thoroughly assessed for suitability.



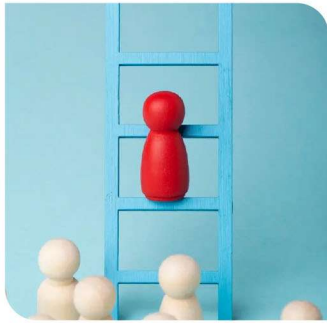
FREE TRAINING

Upon recruitment, candidates receive 3 man-days of free training tailored to your organization's needs, enhancing their skills and readiness for the role.



REPLACEMENT GUARANTEE

Enjoy peace of mind with our 5-month free replacement guarantee, ensuring that you find the right fit for your team without any additional cost.



ROLE COMPETENCY

Approach: Classroom Training, Role Play, Live Projects, Certifications.
Deliverable: Industry System Knowledge, Entrepreneur skill.



JOB COMPETENCY

Approach: Classroom Training, Tools/Technology Exposure
Deliverable: Technical Expertise to Match Current Industry, SME



BEHAVIORAL SKILLS

Approach: Classroom Training, Role Play
Deliverable: Customer Focus, Business Etiquette, Conflict Mgmt



DOMAIN EXPERT

Approach: 3E Capability Building Model
Deliverable: Education – Exposure – Experience

3E CAPABILITY MODEL EDUCATION EXPERIENCE EXPOSURE

Education lays the groundwork, experience adds depth, and exposure broadens horizons. Together, they form the cornerstone of lifelong learning and personal growth.



EDUCATION

- ✓ Open Syllabus (30%) to Match Industry Speed.
- ✓ Latest System, Software, Technology Training.



EXPERIENCE

- ✓ Organization Model and Multiple Role Play Experience.
- ✓ Start-up support to Students for Practical Experience.



EXPOSURE

- ✓ Hands-on Experience & Live Project for everyone.
- ✓ Engaging Competitions & Dynamic Seminars.

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BUSINESS CONSULTANCY

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PEOPLE TRAINING

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UNLOCK BUSINESS POTENTIAL WITH **PROFIT BEFORE SALES SOLUTIONS**

Discover the power of Profit Before Sales (PBS) solutions to transform your business. Our comprehensive consultancy and training services are designed to optimize every aspect of your revenue generation process, from material sourcing to process optimization and skill development.

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PROFIT BEFORE SALES

PROFIT BEFORE SALES SERVICES

Welcome to our Profit Before Sales (PBS) Services! At SHARPNERR, we understand the critical importance of maximizing profitability while ensuring sustainable business growth. Our PBS approach focuses on optimizing various components of your revenue generation process to enhance profitability and drive success. With expertise in Material, Process, Skill/Manpower, Marketing/Sales, Profit, and Overall Improvement, we offer comprehensive consultancy and training solutions tailored to your unique business needs.

Our services are designed to deliver tangible results, whether you're seeking cost reduction, revenue growth, or overall business improvement. From sourcing optimization and process cost reduction to skill development and revenue growth training, we cover all aspects of your business to help you achieve your goals. With flexible options for training programs with or without projects, we ensure that our services are accessible and adaptable to your specific requirements.



SERVICE OFFERINGS

Explore our comprehensive range of services designed to optimize every aspect of your business and drive sustainable growth.



MATERIAL OPTIMIZATION

Enhance profitability through optimized sourcing and cost-effective Bill of Materials (BOM).



PROCESS STREAMLINING

Improve efficiency and reduce costs through streamlined processes and optimized workflows.



SKILL & MANPOWER

Invest in your team's growth with comprehensive skill development programs tailored to enhance productivity and performance.



SALES ACCELERATION

Boost revenue and market reach with targeted sales and marketing strategies designed for growth.



PROFIT MAXIMIZATION

Drive profitability and margin improvement through strategic financial management + optimization.



BUSINESS ENHANCEMENT

Achieve holistic business improvement with customized solutions to enhance performance.

5 STAR CUSTOMER SUPPORT

NEED HELP?

PBS - PROFIT BEFORE SALES TRAINING

Enhance your profitability through sourcing optimization and BOM cost reduction strategies.
Supplier Management: Foster supplier development and ensure compliance through tailored trainings, audits, and compliance checks.

PROCESS OPTIMIZATION/PROCESS COST REDUCTION TRAINING

Streamline your operations and reduce costs with our process optimization training, available with or without project support.

SKILL UPGRADATION TRAINING

Invest in your team's development with training in people management, time management, communication, motivation, and behavioral skills.

MARKETING/SALES

Business Scope Increase Training:

Expand your business horizons with specialized training programs designed to broaden your market reach.

Business Missed Analysis & Action Plan Training:

Identify missed opportunities and develop actionable plans to capitalize on them for future growth.

Revenue Growth Training:

Accelerate your revenue growth with targeted training sessions focused on boosting sales



PROFIT & MARGIN IMPROVEMENT TRAINING

Drive profitability and enhance margins with our training programs, available with or without project assistance.

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**EMPOWER YOUR TEAM,
ELEVATE YOUR BUSINESS**

CAPABILITY & COMPETENCY BUILDING

Transform your organization with SHARPNER's Capability & Competency Building services. Our tailored programs empower your team with the skills and expertise needed to excel in today's dynamic business environment.

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BIG CHALLENGE FOR HR / TRAINING DEPT

TRAINING EVALUATION & EFFECTIVENESS

HR and training departments often face challenges in ensuring the effectiveness of training programs and meeting audit requirements. Auditors require a complete loop of the training process, including evaluation and effectiveness checks. At SHARPNERR, we provide comprehensive solutions by delivering training along with evaluation and effectiveness checks, helping you close the loop and ensure compliance with audit standards.

WE DELIVER



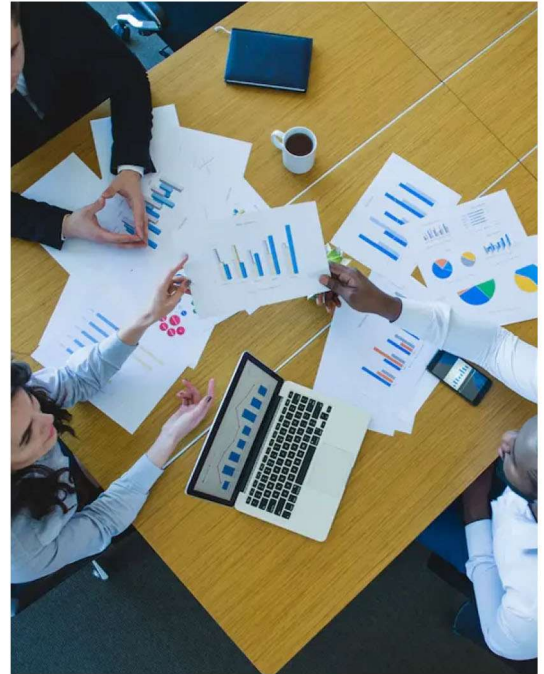
TRAINING



EVALUATION



EFFECTIVENESS



BIG CONCERN OF MANAGEMENT

TANGIBLE & INTANGIBLE OUTCOMES

Management is concerned with achieving tangible and intangible results, ensuring that profits are reflected in the books by the end of the year. At SHARPNERR, we understand these concerns and provide solutions that deliver guaranteed results. Our approach focuses on delivering outcomes that positively impact your bottom line while also addressing intangible factors that contribute to overall organizational success.

WE DELIVER



TANGIBLE RESULTS



INTANGIBLE OUTCOMES



BIG EXPECTATION OF PARTICIPANTS

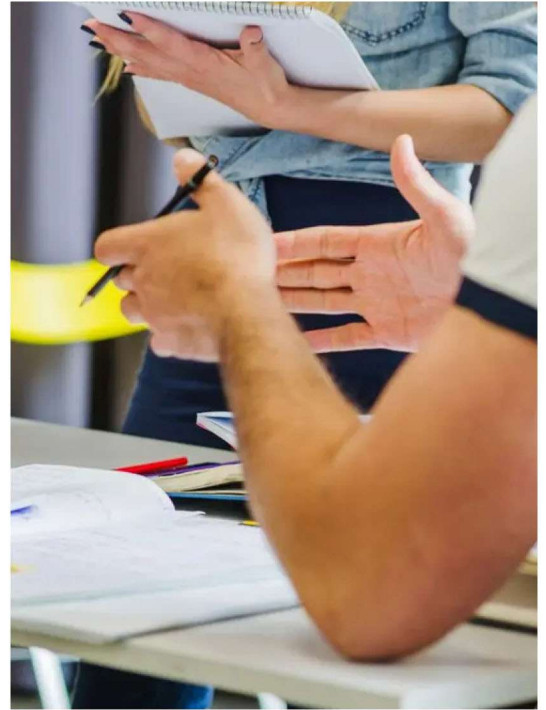
APPLICATION-BASED LEARNING

Participants expect capability building that goes beyond knowledge acquisition and translates into practical application in their professional lives. At SHARPNERR, we meet these expectations by providing application-based learning experiences. Our programs focus on developing skills that participants can immediately apply in their work environment, ensuring a seamless transition from learning to real-world application.

WE DELIVER

 **CAPABILITY BUILDING**

 **APPLICATION-BASED LEARNING**



JOIN SHARPNERR TODAY

Explore the myriad opportunities and resources offered by SHARPNERR. Reach out to us for personalized consultations, partnership inquiries, or simply to stay updated on the latest trends in education and industries. Let's build success together!

SHARPNERR is an all-encompassing platform dedicated to bridging gaps between education and industries, revolutionizing the way individuals navigate their career paths. With a holistic approach, SHARPNERR offer a wide array of services tailored to various stakeholders. For students, SHARPNERR provide comprehensive training and placement programs, equipping the students with the skills and knowledge required to excel in the professional world.





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SUCCESS WITH **SHARPNER'S CULTURE BUILDING**

Transform your workplace culture into a powerhouse of success with SHARPNER's Culture Building services. From defining your vision to fostering collaboration and innovation, we provide comprehensive solutions to cultivate a thriving organizational culture.

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COLLABORATION, INNOVATION AND EXCELLENCE

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Empower your team, enhance productivity, and unlock the full potential of your business with our tailored strategies and expert guidance.



FOSTERING AN ENVIRONMENT OF SUCCESS

At SHARPNERR, we understand the pivotal role that company culture plays in driving organizational success. Our Culture Building services are designed to help you create and cultivate a workplace environment that empowers your employees, fosters collaboration, and fuels innovation. Here's how we can help:



DEFINE YOUR VISION

We work with you to define your vision for the perfect company culture, aligning it with your organizational goals and values.



CONTRAST AND ASSESS

By contrasting the envisioned culture with the current one, we identify areas for improvement and develop strategies for positive change.



EMPLOYEE ENGAGEMENT

We seek input from your employees to understand their preferences and ensure their voices are heard in shaping the company culture.



DIGITAL COLLABORATION

Leveraging digital tools, we create a digital workplace environment that facilitates communication, collaboration, and productivity.



STRATEGIC HIRING

Prioritizing hiring individuals who align with the desired culture is essential. We assist in the recruitment process to ensure cultural fit and alignment with organizational values.



EXPECTATIONS CLARITY

We ensure clarity on your expectations for employees, setting clear guidelines and fostering a sense of accountability.



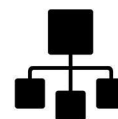
WORK-LIFE BALANCE

Promoting a healthy work-life balance is crucial for employee well-being and productivity. We help implement policies and practices to alleviate stress and support work-life harmony.



RECOGNITION

Acknowledging and celebrating employee accomplishments is key to maintaining morale and motivation. We help implement recognition programs to reinforce the significance of employees' contributions.



BUILDING CONNECTIONS

Facilitating opportunities for employees to connect and build relationships fosters a sense of belonging and camaraderie. We provide strategies and initiatives to facilitate meaningful connections among your team members.

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FUTURE PLAN

ONE PRODUCT/SERVICE - MULTIPLE CHANNEL REVENUE BUSINESS MODEL



Projects with
Government of India



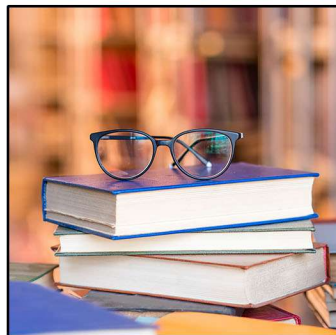
Training Institute
& Coaching Centers



Own Schools
and University



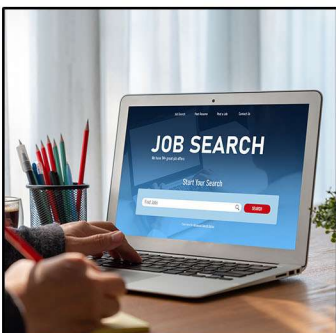
Online LMS
Market Place



 SHARPNER®



Tie-up with Govt. & Private
Educational Institutions



Job Portal &
Talent Acquisition



E-Commerce Store



 SHARPNER®
Stationary Brand



Founder Member

Dr. Dron Rathore



23 YEARS OF
EXPERIENCE



START-UP
9 DIGIT REVENUE



7 COUNTRIES
(WORKED IN)



300+
PROJECTS



1000 +
AUDITS

ACADEMICS CREDENTIAL



PHD
MANAGEMENT



MBA
Ops & PROJECT



B. TECH
ELECTRONICS



GRADUATE
ACCOUNTS & FINANCE



JABIL



COMPANIES WORKED



Mahindra
Rise.

TKE



MRS. BABITA VARMA

LLB, A LEGAL CONSULTANT

A SOCIAL WORKER & CHAIR PERSON OF NGO
FOR GIRLS CHILD "HAMARI LADLI"