



Effective Management Consultants

27/859, Amarjyoti CHS Ltd, Tagore Nagar, Vikhroli (East)
MUMBAI 400 083, INDIA
Tel: +912225731763

Master Document No 027.00

Version: 1

Date: March 08, 2020

Disclaimer: Performance Management & Development System (PMDS)

We (Effective Management Consultants, hereinafter referred to as 'EMC') offer individual 'Performance Management and Development System' to the corporate / clients. It's purely a corporate advisory or consultancy service and the client company will be solely responsible for its implementation, administration and related outcomes. EMC should not be held responsible for any kind of outcome or consequences of whatever nature under any circumstances, whatsoever.

The implementation of this process is very sensitive and the client company should ensure hundred percent buy-out from all its team members or parties to the initiative. More the buy out from the concerned, better the results would be. At the same time, the client should ensure correct inputs to get the desired results. The results would be depending upon the quality of inputs, co-operation of the people involved and professional implementation by the client company.

In case, if the client didn't get the desired results in the first attempt, they should exhibit their persistence till the time they arrive at the desired results. This is a PDCA (Plan-Do-Check-Act) cycle and till the client company reaches the desired level, they should keep on doing this exercise. It's a change initiative, in which we deal with the humans, their aspirations and try to bring in desired results. However, since human behaviour is unpredictable the company is to be patient enough to bring in desired results with PDCA exercise.

Our service charges only include our professional fees and exclusive of incidental expenses (if any).

'EMC' reserves all the rights to change, amend or delete all the above terms and conditions or any of those at any time without giving prior intimation or reason thereof to the employer.

Dispute, if any shall be subject to Mumbai Jurisdiction Only.

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