



December 17<sup>th</sup> 2015

**Advait Kurlekar**  
**CEO**

Upohan Management Consultants Pvt. Ltd.  
Pune

Dear Advait,

It was a pleasure to work with the Upohan team on development and implementation of the competency framework across all functions and levels of Atria Convergence Technologies.

I would like to commend your team for the extensive support rendered for successful design of the competency model. The insightful model developed by your team successfully tackled the challenge of the diversity of our work culture while addressing the intricacies of our niche business and helped reinforce the 'be incredible' ethos cultivated within our organization. Additionally, the leadership-specific competencies developed for our senior management team shall equip them with the necessary behavioural attributes needed to scale the next frontier of growth.


The competency dictionary and mapping has rendered greater clarity to our workforce and established a roadmap for their career growth. We are well on our path to adopting the framework for recruitment purpose and are hopeful the results will indeed prove encouraging.

The competency evaluation mechanism and training material developed by Upohan will surely assist us in our internal communication of the competency model across the organization and help in our endeavor to utilize this framework to the fullest.

We appreciate the efforts expended by your team to conduct a comprehensive training session for the HR team which ensured common understanding of the ACT competency framework and helped bring everyone on the same page.

We look forward to maintaining this fruitful relationship and I wish you and your team all the best.

Warm regards,

  
**Shefali Mohapatra**  
**Chief People Officer**