

17th Oct-2016

Advait Kurlekar

Upohan Management Consultants,

Pune,

India.

Dear Advait,

We have been associated with your team for over two years now and it has really been a great journey together.

Magicrete has always strived to become an agile enterprise with best practices being followed across all functions. We partnered with Upohan for the implementation of the balance scorecard (BSC), creating a job responsibility matrix, and implementing PMS (Performance Management System) and KPI (Key performance Indicators) across the company.

We want to thank you and Upohan Management consultants for the collaborative role played by your team in the implementation of the above said task. The quarterly BSC meets are now a regular part of our performance review for the management which has helped in taking organization in the right direction. Annual Increments & incentive systems have become more structural & transparent because of the PMS system implemented by your team.

We would surely recommend Upohan Management Service for BSC, PMS and KPI related work, as it will surely have a long term impact on an organization's performance.

Regards,



Sourabh Bansal

Managing Director

Magicrete Building Solutions Pvt.Ltd

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