

Case Study: Dynamic Vertical Solutions

Dynamic Vertical Solutions is a Gurgaon-based company that provides software solutions to various sectors such as retail, hospitality, and real estate. With partners such as Pizza Hut, India Bulls Mart, Levi's, and Adidas, DVS must truly live up to its name of being "dynamic". Headed by Rakhee Nagpal, one of India's leading women entrepreneurs, DVS has rapidly carved a solid niche for itself in the software vertical space in an amazingly short span of only three years. Nagpal owes this growth to her commitment to closely following market trends and helping her team adapt their roles in order to remain efficient and productive.



Jiva worked with DVS to help them improve this efficiency and adaptability with the use of the Multiple Natures model. Jiva hosted several sessions with the management and staff to familiarize them with the Multiple Natures concept. The management explored their own profiles as well as the staff that supported them to see a) what their individual natures were, and b) what their job profiles demanded of them. After taking the MN Test, the team was able to see where each person's profiles and natures matched, and where there were gaps. This enabled DVS to provide the support to people where they needed it most, provide them with the right type of training, and set up teams that were more complementary.



In just a few weeks, DVS saw dramatic results in their Human Resource practices, and more, in the commitment and quality. The company now uses MN as a tool to recruit, train, and strategize — from the reception to the finance department.

"I was amazed to see significant improvements with just a few modifications in our approach. The insights we gained from Jiva and MN have radically changed the way we view ourselves and the way we work."

Rakhee Nagpal, CEO, Dynamic Vertical Solutions