

"DCSPL has adopted proactive approach to engage dedicated team for research to look for culturally fit candidates to meet the requirements of the client companies. This process involves matching of candidates aspirations with challenges faced by the client(s). Naturally, the success ratio is high and it benefits all the parties (Client, Candidate, Consultant) involved.

As a value addition, DCSPL provides expert services like Graphopsychology to all the clients of Executive Search. Also services like Transactional Analysis, Kinesics etc. are provided at the demand of employers.

I've been involved with DCSPL for more than 7 years for mapping psyche of candidate(s) through application of Graphopsychology, in simulated condition. We assess based on their competencies for today's requirements and based on the future projection for higher demands due to rapid technological growth, company expansion, vertical or lateral shift of candidate.

I also have been in the interview panels during the selection/finalisation for senior management positions. Here, techniques like Transactional Analysis and Kinesics are used to know their real mind under simulated condition. Because people speak what they think that interviewer would be interested to listen rather than what is correct. (In view of Peter Principle (risk and response)). People lie and interviewers have to go beyond that to meet the truth. Every case is special and needs personal touch, since it affects all."

Pradeep M Pofali

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