



**G.S. Ramesh**  
Founder & Chairman  
Layam Group

# Layam Group

Powering  
Industry  
Growth with  
Transformative  
Talent  
Solutions

Shweta Singh | The CEO Magazine

**I**n an industrial landscape where labour is often reduced to transactional “headcount”, Layam Group has built its identity around a far more meaningful metric of “brain count”. For nearly two decades, the organisation has redefined the human capital value chain by transforming raw potential into professional excellence, aligning workforce capability with business performance.

Founded in 2007 by industry veteran G.S. Ramesh, Layam Group is shaped by a philosophy that places people at the centre of progress. Reflecting on his journey, he shares, “My professional journey began over four decades ago at Tata coal mines in Dhanbad. It was there I learned that people are the true strength behind every successful organisation. However, my true mission began after retirement. In fact, it signalled the beginning of my second innings.” Since inception, Layam Group has consistently bridged the gap between India’s untapped rural talent and the evolving demands of the manufacturing sector. From its origins in Chennai to its expanding global presence in Melbourne, the organisation’s journey reflects how purpose-driven leadership can translate into scalable, sustainable business success.

## From Purpose to Scaled Impact

For G.S. Ramesh, the foundation of Layam was deeply intentional. As he puts it, “Layam was not

a post-retirement hobby or a fallback plan. It was a conscious decision to build something that could help others’ dreams come true. I wanted to create a platform where I could give back to society.” Headquartered in Chennai, Layam Group was started with a clear objective to bridge the gap between untapped talent from small towns/rural India and the evolving needs of the manufacturing sector.

At a time when skilling was yet to become a national priority, Layam pioneered on-the-job training models by placing such individuals as Operative Trainees within industrial environments. This approach created a pathway for technically capable youth, often held back by limited access or incomplete formal education, to transition into skilled professionals and build sustainable careers, while simultaneously addressing critical workforce needs for businesses. Anchored in a strong focus on productivity and performance, this model translated into a clear value proposition for clients, delivering measurable outcomes through a “do more with less” philosophy, where efficiency, capability, and cost-effectiveness work in tandem.

As the organisation evolved, this foundation expanded into a broader vision to position Layam as a reliable and trusted management solutions partner to businesses, educational institutions, and emerging enterprises alike. By aligning closely with client objectives and

integrating the right talent with the right opportunities, the company consistently works towards exceeding stakeholder expectations while delivering service excellence. Layam also creates a collaborative ecosystem built on trust, shared responsibility, and mutual growth, ensuring that value creation is not one-sided but sustained across all stakeholders. With a continuous focus on innovation and adapting to changing market dynamics and technological advancements, the organisation reinforces its role as a catalyst for organisational transformation and long-term growth.

### An Integrated Human Capital Ecosystem

Today, Layam Group offers a comprehensive suite of integrated solutions that span the entire workforce lifecycle, including staffing management, talent acquisition, contract manufacturing, job contracts, learning and development, and business consulting. Designed to support both enterprises and individuals, these services enable organisations to build, manage, and optimise their workforce with consistency and scale. Its capabilities extend to Offshore Development Centres (ODCs) and captive operations for global clients, where Layam manages employment, administration, and compliance as a seamless extension of their business. While clients remain focused on strategic priorities, Layam ensures execution excellence on the ground, delivering efficiency, control, and operational reliability.

A key differentiator lies in the organisation's disciplined focus on value delivery through its core pillars of Cost, Quality, and Productivity (CQP). This framework enables Layam to design solutions that are not only efficient but also performance-driven, ensuring measurable outcomes across client engagements.

Equally important is its client-centric approach to talent acquisition. Moving beyond conventional portal-based hiring, Layam emphasises precision-led sourcing and headhunting methodologies to identify the right-fit talent. Supported by structured onboarding, continuous training, and feedback mechanisms, this approach ensures that both individuals and operations perform at optimal levels, maintaining high standards of quality and consistency.

A defining example of this approach is the Company-in-Company (CIC) model. Designed to unlock overlooked talent, the initiative integrates technically skilled individuals, many of whom may have been excluded from traditional hiring pathways, directly into client operations. This model not only addresses workforce



Sunita Jagdish, Senior Director, Layam Group(right) receiving award for an event conducted during team outing

gaps for businesses but also creates sustainable career opportunities, reinforcing Layam's dual commitment to economic and social impact.

### Scale, Reach, and Industry Trust

Guided by G.S. Ramesh's vision, Layam Group's growth over the past 18 years reflects both operational strength and market trust. With a workforce of over 16,000 and more than 1.5 lakh individuals skilled and deployed across India, the organisation has established itself as a preferred partner to the country's manufacturing and automotive sectors. The company's commitment to quality and professionalism is reinforced through key certifications and accreditations, including ISO 9001:2015, a D&B rating, and its recognition as a NAPS Third Party Aggregator and ASDC partner, reflecting a strong foundation in compliance, process excellence, and industry alignment.

Layam's journey has also been marked by strategic milestones that have expanded its capabilities and global reach. The establishment of its first Offshore Development Centre in partnership with Almula Group signalled an early move towards international delivery models, laying the groundwork for future global engagements.

Building on this momentum, the organisation has further strengthened its international footprint with the launch of its Melbourne office, adding to its strong presence across key industrial hubs such as Chennai, Bengaluru, Pune, Ahmedabad, Gurugram, and Pantnagar. This expansion not only facilitates cost-effective scaling for global clients but also enables knowledge transfer and cross-border collaboration, particularly in manufacturing and allied sectors.



Team Layam

Today, Layam is recognised as a go-to partner for the automobile, manufacturing, engineering, and allied sectors, working with leading organisations such as Ashok Leyland, Toyota Kirloskar Motor, Tata Motors, Foxconn, and Samsung. With a turnover of ₹450 crore and multiple industry recognitions, including the "Company of the Year (Manpower Services)" award by ET Now and the "Trusted Partner for Staffing" recognition in 2025, the Group continues to strengthen its position as a trusted workforce solutions partner.

### Driving Excellence Through Systems and Strategy

A significant pillar of Layam's success lies in its disciplined focus on execution, where systems, technology, and process integration work in tandem to deliver consistent outcomes. Rather than relying solely on scale, the organisation focuses on building operational intelligence into every layer of its delivery model.

An important part of this approach is the deliberate digitalisation of key functions, including store operations, supply chains, and production systems. By embedding visibility and traceability across these processes, Layam is able to identify inefficiencies early, address them at the source, and drive continuous performance improvement—bringing the principles of smart manufacturing into workforce solutions. This approach is supported by the use of recruitment platforms, HR analytics, and digital dashboards that enhance speed, accuracy, and decision-making. Routine processes such as payroll, compliance, and onboarding are increasingly automated, enabling teams to focus on more strategic priorities.

On the delivery front, Layam focuses on responsiveness and reliability, enabling candidate profiling and deployment within 48 hours. Strong feedback systems and dedicated relationship management ensure consistent delivery across engagements.

Together, these systems enable Layam to deliver measurable impact for clients, improving productivity, reducing attrition, and strengthening overall workforce performance.

### Technology-Driven Growth

While Layam's foundation is deeply rooted in human-centric values, its evolution is increasingly driven by the strategic integration of technology. The organisation is actively digitising key operational areas, including supply chains, production systems, and workforce management processes, to enhance efficiency, visibility, and decision-making.

Through HR analytics, digital dashboards, and automated workflows, Layam enables greater precision and agility across its operations. Rather than viewing technology as a replacement for human effort, it is positioned as an enabler, allowing teams to focus on strategy, innovation, and value creation.

At the same time, Layam remains closely aligned with evolving client expectations, continuously refining its recruitment practices, strengthening its talent network, and enhancing its screening and profiling capabilities to deliver faster, more reliable workforce solutions.

As industries become more complex, particularly across manufacturing, EV, logistics, and R&D, the role of workforce partners is shifting from manpower support to strategic enablement. With ongoing investments in AI-led capabilities, digital integration, and human capital development, Layam is not only adapting to this shift but actively preparing to play a more integral role in shaping the future of work.

### People, Purpose, and Social Impact

At its core, Layam Group remains committed to building not just workforces, but long-term careers. The organisation invests in continuous training, skill



Senior Leadership Team

development, and structured recruitment processes to ensure that individuals are equipped to perform and grow within dynamic industrial environments.

This commitment is reinforced by a collaborative and performance-driven culture that emphasises accountability, engagement, and professional development. Through ongoing learning initiatives and close coordination with clients, Layam strengthens its internal capabilities while consistently delivering high service standards.

Beyond business, Layam's impact extends into the broader social ecosystem. Its efforts in skill development, employment generation, and community support create meaningful opportunities for individuals from diverse and often underserved backgrounds, contributing to inclusive economic growth.

As G.S. Ramesh notes, "If there's one principle I truly believe in, it is that HR stands for 'Honesty in relationships'." When you lead with honesty, trust develops naturally, and where there is trust, growth follows, both personally and professionally."

### The Road Ahead

Under G.S. Ramesh's leadership, Layam Group's journey has been shaped by its ability to navigate evolving industry challenges, from workforce attrition and talent variability to the growing demand for faster, more reliable deployment. By strengthening its sourcing network, refining screening processes, and adopting a more consultative approach, the organisation has consistently aligned its solutions with client expectations. Looking ahead, the organisation is prioritising global expansion, AI-led capabilities, and deeper engagement in emerging sectors such as EV and advanced manufacturing. As the industry shifts towards more strategic, productivity-driven workforce solutions, Layam is positioning itself to play a more integral role in shaping the future of human capital.

For G.S. Ramesh, the future of workforce transformation will be defined as much by mindset as by strategy. Advising aspiring entrepreneurs, he adds, "Be passionate about what you do and have confidence in your abilities. Perseverance plays a critical role in turning ambitions into accomplishments. Nurturing such a culture is essential for building a resilient organisation and sustaining long-term growth."