



September 23 and 25

Revenue Starts with Resourcing

Sandeep Kumar

Founder & CEO

Kytes



Organization Reporting

RECORD GROWTH

Profile Group achieved a new growth record in H1 2025

+29% in Revenue

+19% in Net Profitability

Revenue

€20.1 milion (+29%)

EBITDA

€6.0 milion (+49%)

Profit Before Taxes

€3.7 milion (+21%)

Profits After Taxes

€3.0 milion (+19%)

Project-Based Company Workflow



Opportunity & Estimation

1

Cost Master

2

Resource
Forecast

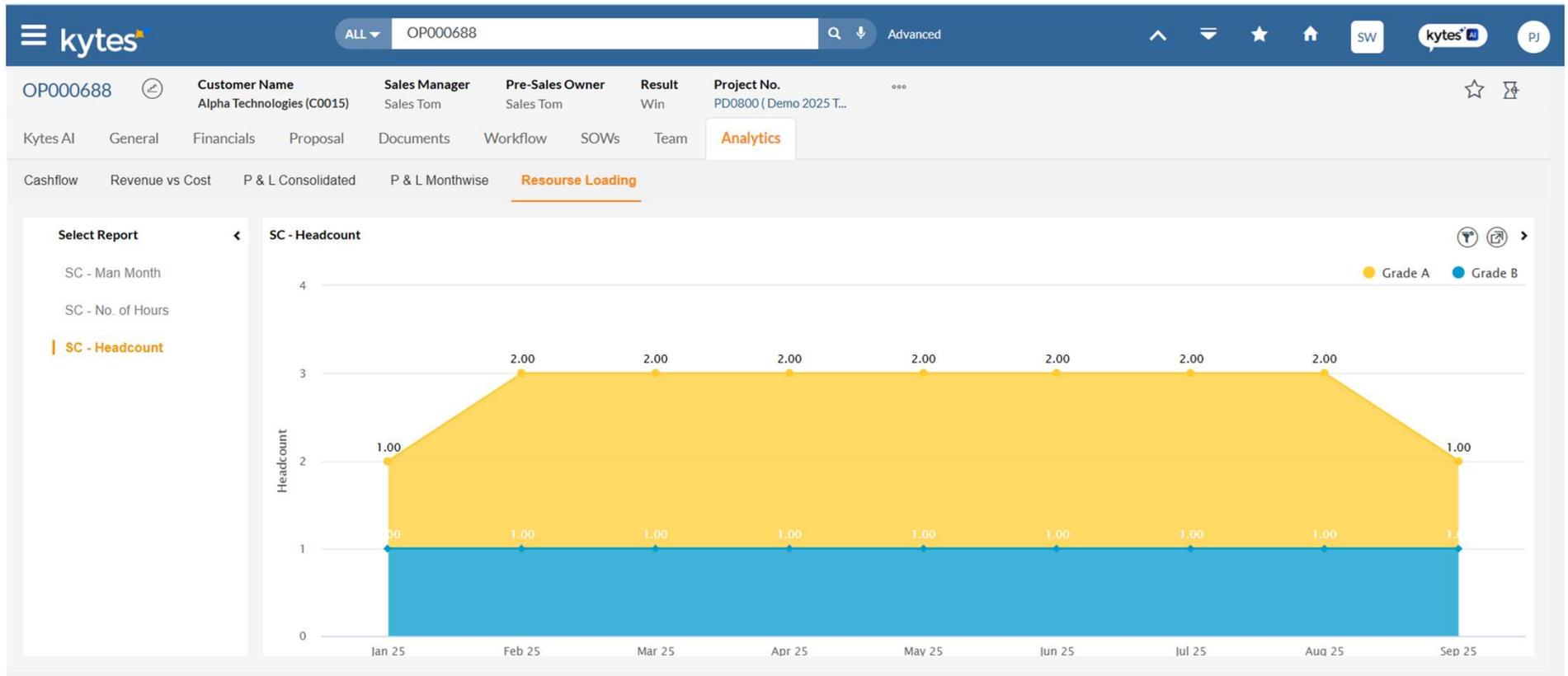
3

Revenue Loss

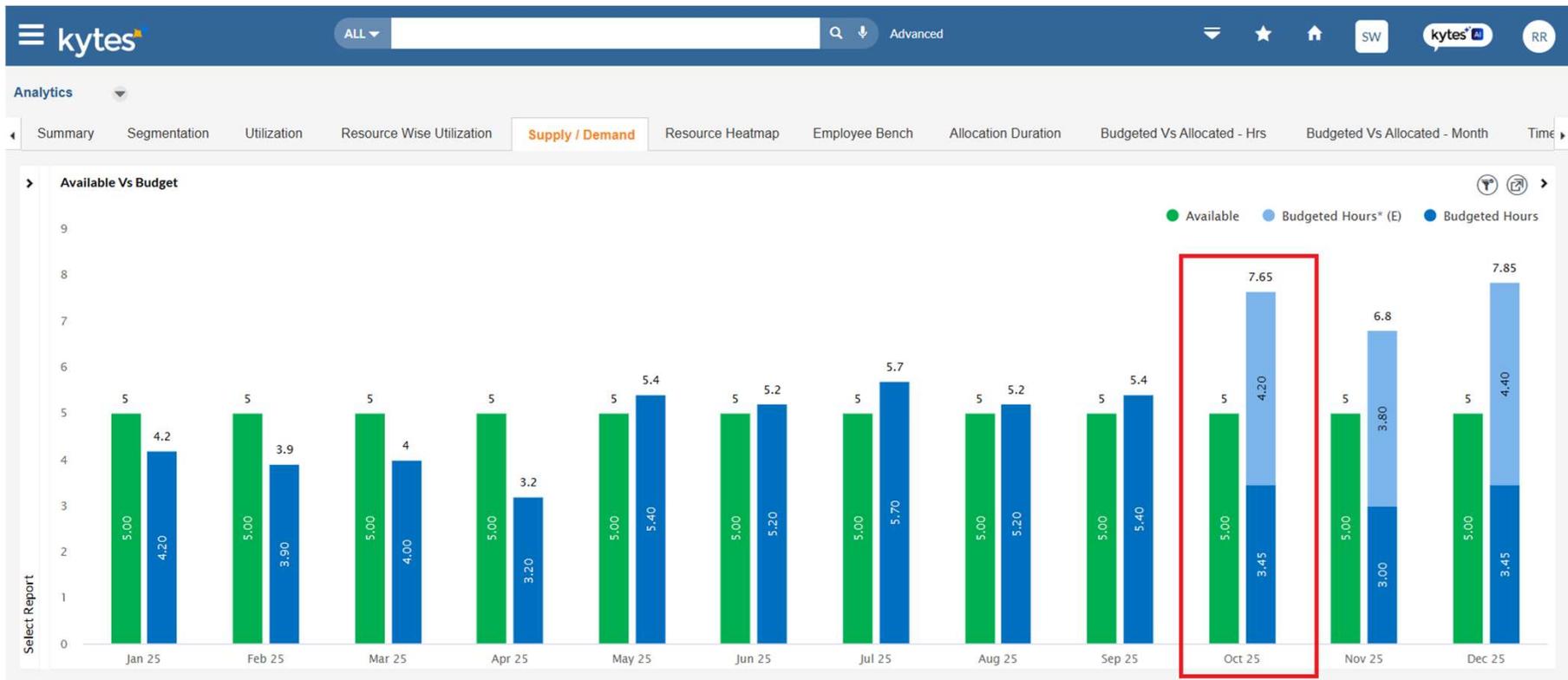
Project Budget

Financial Section Software Services Boston - US Financial Line Item ALL Budget Entry																	
Items	Project Financials			Profile Details				Cost >			Skill Details		Jan (2024-25) <		Feb (2024-25) >		Ma
	MM	Planned Costs	Curre...	Business Unit	C	Delivery Centre	Gr...	Unit Rate	Ra... Uo...	Compe...	Budget Amount	No Of Reso...	Units in %	No of Units	Budget Amount	Bu	
Demo 2025 T&M		249,084.00	USD								23,460.00				27,132.00		
- Software Services Boston - US		249,084.00	USD								23,460.00				27,132.00		
- People Costs	25.00	244,200.00	USD								23,000.00				26,600.00		
	16.00	132,000.00		Software Services	US	Boston - US	Grade A	50.00	Hr	Power BI	9,200.00	2	100.00	152.00	15,200.00		
	9.00	112,200.00		Software Services	US	Boston - US	Grade B	75.00	Hr	Cloud BI	13,800.00	1	100.00	152.00	11,400.00		
Hardware		0.00	USD														
Software		0.00	USD														
Outsourcing		0.00	USD														
Travel		0.00	USD														
- Overheads	4,884...	4,884.00	USD								460.00				532.00		
	4,884...	4,884.00						0.00	Unit		460.00	1	100.00	0.0	532.00		
Others		0.00	USD														

Project Budget - Graphical



Resources - Availability vs Demand



Resources Availability Gaps – Actionable Insights

kytes ALL Advanced SW kytes RR

Analytics

Summary Segmentation Utilization Resource Wise Utilization Supply / Demand **Resource Heatmap** Employee Bench Allocation Duration Budgeted Vs Allocated - Hrs Budgeted Vs Allocated - Month Time

Resource Heat Map | From Date - 01/04/2025 | To Date - 31/12/2025 | Business Unit - Software Services | Location Country - All | Grade - All

Business Unit	Country	Grade	Aug 25		Sep 25		Oct 25		Nov 25		Dec 25	
			Capacity	Demand								
		Grade A		1.00		1.00		1.00		1.00		1.00
		Grade B		1.00		1.00		1.00		1.00		1.00
	US		22.57	36.00	20.85	36.00	20.55	36.00	18.00	36.00	15.80	36.00
		Grade A	10.57	9.00	9.88	9.00	9.12	9.00	4.60	9.00	4.00	9.00
		Grade B	5.70	5.00	5.20	5.00	5.40	5.00	7.65	5.00	6.80	5.00
		Grade B1		2.00		2.00		2.00		2.00		2.00
		Grade C	3.42	5.00	3.15	5.00	3.27	5.00	2.88	5.00	2.50	5.00
		Grade C1		4.00		4.00		4.00		4.00		4.00
		Grade D	2.88	5.00	2.62	5.00	2.75	5.00	2.88	5.00	2.50	5.00
		Grade D1		2.00		2.00		2.00		2.00		2.00
		Grade E		2.00		2.00		2.00		2.00		2.00
		Grade F		2.00		2.00		2.00		2.00		2.00

Revenue Loss – Soft Booking

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OP000697 **Customer Name** Alpha Technologies (C0015) **Sales Manager** Sales Tom **Pre-Sales Owner** Sales Tom **Result** --- **Project No.** ---

Kytes AI General Documents Workflow Plan **Team** Analytics

Team Requests **Resource Workload** Resource Planning

Resource **From Date** 01/10/2025 **To Date** 31/03/2026 **Timeline** Month **Hour** Soft Allocation(Hour) , Soft Alloc... Load

Resource (1/1)	Employee No	2025			2026		
		OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026
Michael M	110002	168:00 100.0%	152:00 100.0%	176:00 100.0%	176:00 100.0%	160:00 100.0%	176:00 100.0%
OP000697 (OFL-000697-001)		168:00 100.0%	152:00 100.0%	176:00 100.0%	176:00 100.0%	160:00 100.0%	176:00 100.0%

Project Setup & Execution

1
Resource Allocation

2
Billing Loss

3
Bench Management

4
Skill Update

5
Resume Update

6
Task Assignment

Resource Workbench

Resource		From Date	To Date	Timeline	Availability
Enter minimum 1 character		01/08/2025	30/11/2025	Month	-select-
Resource (100/442)	Employee No	2025			
		AUG 2025	SEP 2025	OCT 2025	NOV 2025
> AB Agastya Banerjee	PD001005 ⓘ	160:00 0 0	168:00 0 0	168:00 0 0	152:00 0 0
> AR Ajay Rane	E0000101 ⓘ	160:00 0 0	168:00 0 0	168:00 0 0	152:00 0 0
> AR Ajay Reddy	PD001002 ⓘ	80:00 0 0	84:00 0 0	84:00 0 0	
> AV Ajay Verma	NPD00003 ⓘ				
> AS Ajit Sharma	111103 ⓘ	160:00 0 0	168:00 0 0	168:00 0 0	152:00 0 0
> Akanksha Patil	PD3003 ⓘ	160:00 0 0	168:00 0 0	168:00 0 0	152:00 0 0
> AJ Akash Jain	PSA00134 ⓘ	160:00 0 0	168:00 0 0		
▼ AN Akash Nikam	PD987792 ⓘ	84:00 0 0	82:00 0 0		
PD0800 (DFL-0800-001)		42:00	42:00		
PD0801 (DFL-0801-001)		42:00	40:00		
Planned Work					
Actual Work					

Resource Allocation – Simple Drag and Drop



Resource Allocation – Request Based

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My Workspace | Analytics | My Dashboards

My Inbox | My Work | **My Resource Requests**

Request No.	Pending	Project
R-0923	1 allocation	PD0800
R-0923-01	Review and...	
R-0922	1 allocation	PD0819
R-0921	1 allocation	PD0821
R-0920	1 allocation	PD0800
R-0917	1 allocation	PD0801
R-0916	20 allocation	PD0508
R-0915	1 allocation	PD0789
R-0913	1 allocation	PD0812

[Load more](#)

Resource Request Detail Process - Google Chrome

salesdemo.psapd.com/jenkins/resource.do?action=resReqDetailWorkflow&objectType=ResRequestDetail&objectId=2i5pora0cp200010...

Workflow | View Legends

General View | Name: Resource Allocation WF | Version: 2*

S. N	Stage Name	User Image	User	Act. Start Date	Finish By Date	Attachment	Comments
1	Request Initiation by F		PM Jeff	16/09/2025 04:30	17/09/2025 04:30		Start and Forward
2	Review and Shortlistin		RMG Ravi	16/09/2025 04:30	30/10/2025 04:30		

Costs

Demote

Shortlist

Feedback

Resource Allocation – Intelligent Search

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ALL

Advanced
SW
kytes
RR

Resource Request Detail No: **R-0882-01** Status: **Review and Shortlisting by RM** Financial Line Item: **Software Engineer(DFL-0805-001)** Budget: **---**

PAGE **1** of 1 34 Results

01/04/2025 01/06/2025 01/08/2025

Apr 25 May 25 Jun 25 Jul 25 Aug 25 Sep 25

GL Ganesh Lasane (REL-D0002)
50% Profile Match

Resource Name(s)	Availability	Profile Match
<input type="radio"/> RP Raj Pandit (E98726)	100%	100%
<input type="radio"/> AM Anjali M (E0096)	50%	100%
<input type="radio"/> GL Ganesh Lasane (REL-D0002)	100%	50%
<input type="radio"/> KK Karim Khan (100179)	100%	50%
<input type="radio"/> PR PM Ram (PSA0001)	100%	50%
<input type="radio"/> PU PR User (PSA00091)	100%	50%
<input type="radio"/> RP Rahim Pate (E000100)	100%	50%

Profile Details (50.0%)

Grade * Grade A ✓	Business Unit * Software Services ✓	Country India ✓	Delivery Centre Pune - INDIA ✓
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Skill Details (0.0%)

Type	Competency	Level
Functional Skill	Advanced Analytics	---

160:00	168:00	168:00	184:00	160:00	168:00
160:00	168:00	168:00	184:00	160:00	168:00

Cancel
Submit

Resource Allocation – Use Cases

- Resource Allocation Extension
- Resource Release
- Resource Replacement
- Resource Move

Resource Allocation, Kytes AI Agent



Billing Loss

kytes
ALL PD0800 Advanced

DEMO 2025 T&M

Info **Financials** Execution

Summary Margin Calculator

S No	FL No.	FL Name
1	DFL-0800-001	Consultant
2	DFL-0800-002	Senior Consul

kytes AI Project Name : Demo 2025 T&M

kytes Scope : Project | Project Name : Demo 2025 T&M | Project No. : PD0800

Month	Planned Revenue	Planned Allocated Revenue	Billing Loss	Unfilled Positions
Jan 25	30,000	32,000	0	0
Feb 25	45,000	42,000	0	2.0
Mar 25	42,000	40,000	0	2.0
Apr 25	42,000	42,000	0	0
May 25	41,000	49,980	0	0
Jun 25	41,000	46,000	0	1.2
Jul 25	41,000	41,000	19,820	1.2
Aug 25	23,050	23,050	0	1.8
Sep 25	23,050	23,050	0	0.6

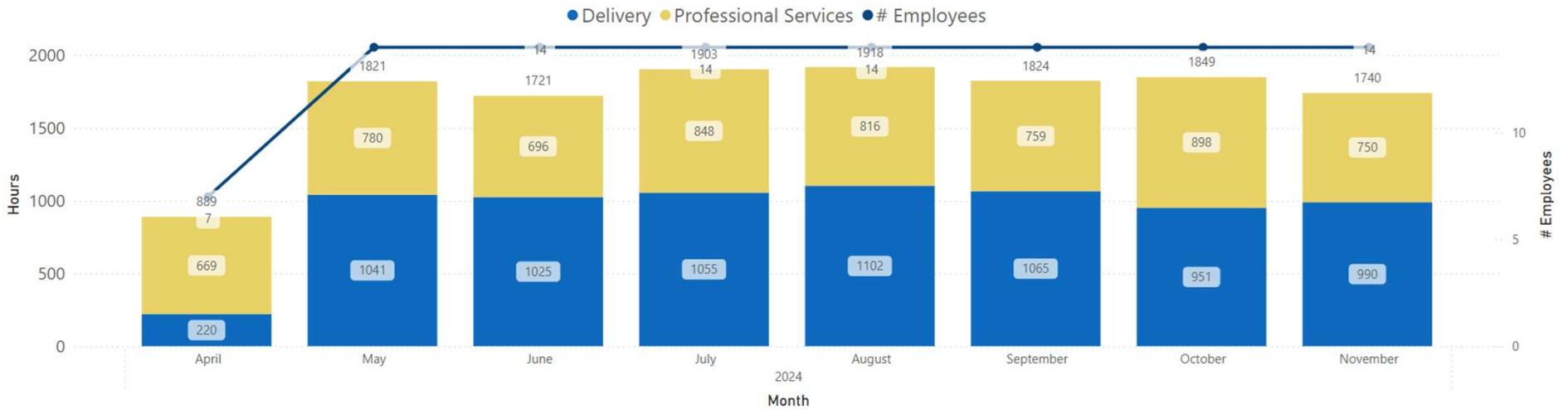
How can I help you?

Kytes Current Section

<https://salesdemo.psapd.com/jenkins/#>

Feedback

Bench Management



Employee Code	Department	Role	Avg. Bench Age	Location	Region
EMP_295	Professional Services	Project Manager	31	New York	US
EMP_472	Professional Services	Junior Engineer	1	Bangalore	India
EMP_52	Professional Services	Project Manager	37	New York	US
EMP_842	Professional Services	Project Manager	23	London	Europe
EMP_843	Professional Services	Project Manager	46	London	Europe
EMP_844	Professional Services	Project Manager	4	London	Europe
EMP_549	Delivery	Junior Engineer	24	Bangalore	India
EMP_550	Delivery	Junior Engineer	1	Bangalore	India
EMP_551	Delivery	Junior Engineer	41	Bangalore	India
EMP_552	Delivery	Junior Engineer	22	Bangalore	India
EMP_553	Delivery	Junior Engineer	20	Bangalore	India
Total			23		

Skill Taxonomy

Skills & Competencies

Skills Library Skill Types **Skills Master** Competency Level Role Type Skills Skill Approval Definition Skill Adjacency Certification Master Skill Approver

Library : All Skill Group : All Load

Sr No	Library	Competency Type	Competency	Parent Competency Type	Parent Competency
101	Generic	Technical Skills	Power BI		
102	Generic	Technical Skills	Python		
103	Generic	Technical Skills	Selenium		
104	Generic	Technical Skills	Selenium Webdriver		
105	Generic	Technical Skills	UI / UX		
106	Software	Functional Skill	Advanced Analytics		
107	Software	Functional Skill	Analytics Appliances/Tools		
108	Software	Functional Skill	Artificial Intelligence (AI) / NPL		
109	Software	Functional Skill	Big Data		
110	Software	Functional Skill	Cloud BI		
111	Software	Functional Skill	Cloud Technologies		
112	Software	Functional Skill	COE		

[Feedback](#)

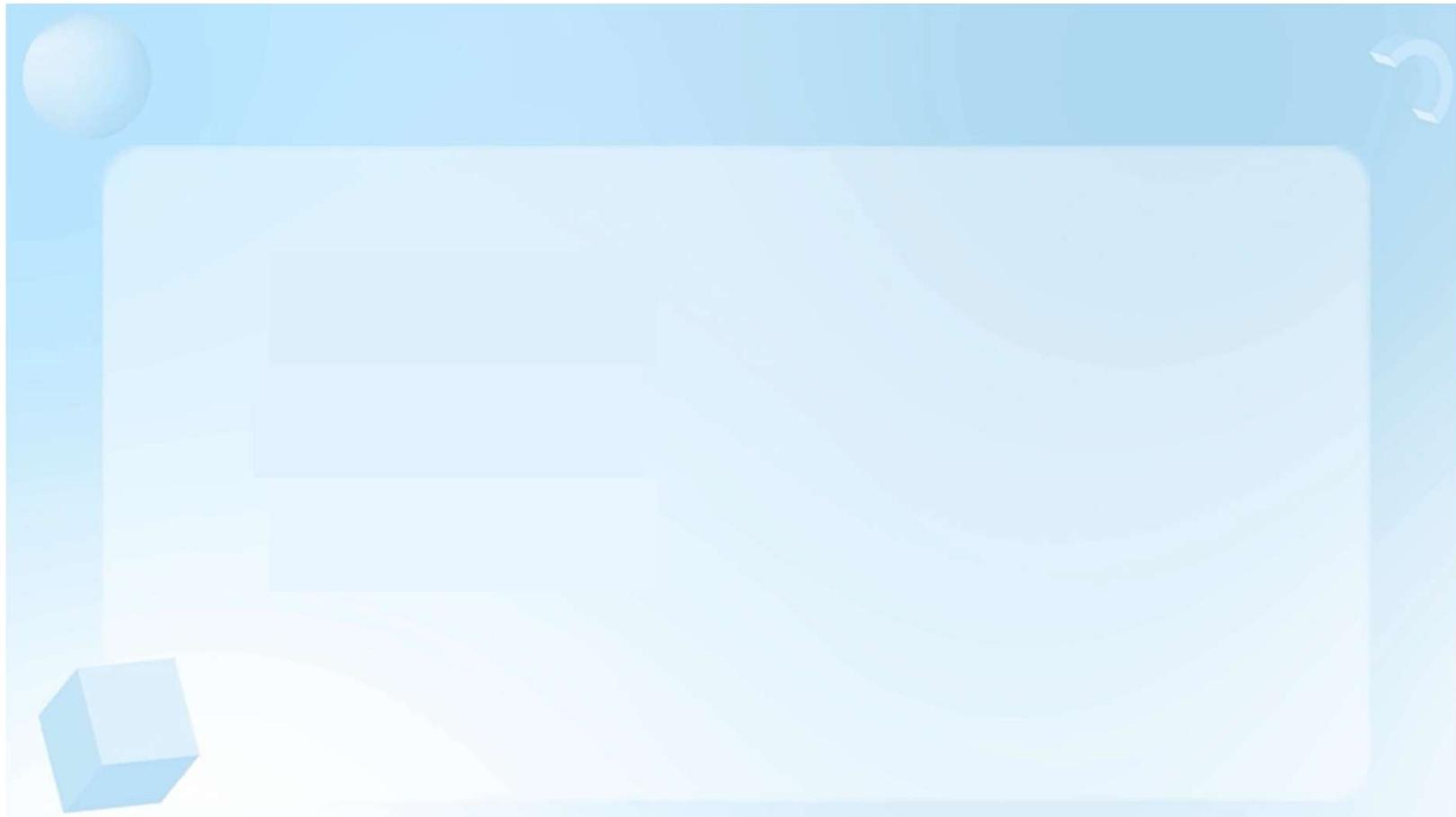
Employee Skills

Name Aditya Thakur
Employee Type Permanent
Date of Joining 01-03-2019

Employee Details **Skills & Competencies** Certification Resume Profile Passport & VISA Details Education Details Employment History

Sr No	Skill Type	Skill Name	Level	Total Experience	Last Worked On	Actions
1	Functional Skill	PMO	L2	1Y 0M	09-06-2022	
2	Functional Skill	Cloud BI	L2	1Y 0M	08-12-2021	
3	Functional Skill	CRM Analytics	L4	2Y 1M	08-06-2022	
4	Functional Skill	ERP Analytics	L2	2Y 0M	31-05-2022	

Update Skills – Kytes AI Agent



Employee Resume

Name	Employee Type	Date of Joining
Aditya Thakur	Permanent	01-03-2019

Employee Details Skills & Competencies Certification **Resume Profile** Assessment

← Index

- SUMMARY
- Technical Skills
- Select Projects
- EDUCATION

Select Projects

- Spearhead data source Dimensionality Reduction etc.) and business knowledge. Several Unsupervised and Supervised Clustering algorithms were evaluated to obtain Market Clusters and Retailer-Brand-Category SKU level Assortment Planning was carried out.
- Built Portfolio Analytics and Reporting platform for an emerging lending company. Calculated Key Portfolio metrics from a mesh of transaction data. Created Visualizations for Decision making. Evaluated Risk models and suggested improvements.

Name	Employee No	Email
Aditya Thakur	100232	anupam.khandre@kytes.com

1 SUMMARY

Lead Java developer at ProductDossier with extensive experience in providing innovative solutions to business and research problems. Deep knowledge in various design frameworks, tools, programming languages and domain expertise. Proven research track record.

2 Technical Skills

- Languages :Java Language, Design Frameworks
- Tools : Eclipse, SVN, JIRA
- DBMS : MySQL, Oracle, MSSQL
- Others :Apache, Tomcat, AWS, Google

3 Select Projects

- Spearheaded Market Clustering and Assortment Planning for a FMCG industry. Several hundreds of Market attributes from different data sources were analyzed. Key Market differentiators were identified using combination of Statistical analysis (Correlation, Dimensionality Reduction etc.) and business knowledge. Several Unsupervised and Supervised Clustering algorithms were evaluated to obtain Market Clusters and Retailer-Brand-Category SKU level Assortment Planning was carried out.
- Built Portfolio Analytics and Reporting platform for an emerging lending company. Calculated Key Portfolio metrics from a mesh of transaction data. Created Visualizations for Decision making. Evaluated Risk models and suggested improvements.

4 EDUCATION

- Master of Technology, IIT Mumbai, India, 2016.
- Bachelor of Engineering, COEP, Pune, India, 2013.

Save

Update Resume – Gen AI Integration



Timesheets & Absence Management

1

Timesheets

2

Absence
Management

3

Payroll Inputs

Timesheets

kytes ALL Advanced SW kytes DC

My Workspace Analytics My Dashboards

My Inbox My Work **My Timesheet** Timesheets for Approval My Calendar My Meetings My Attendance

W18 28 Apr 25 - 04 May 25 TOTAL HOURS 24:00

MON 28 Apr TUE 29 Apr WED 30 Apr THU 01 May FRI 02 May SAT 03 May SUN 04 May

Filter... Save Submit

Task	Project	WH	MON 28 Apr	TUE 29 Apr	WED 30 Apr	THU 01 May	FRI 02 May	SAT 03 May	SUN 04 May	AHR
April_Task03	PD0801	08:00	00:00	00:00	08:00	08:00	08:00	00:00	00:00	00:00
Task_David	PD0801	16:00				08:00	08:00			00:00

Absence Management

kytes ALL Advanced SW kytes AB

Leave

Leave List Leave Summary Comp Off List

No filters are selected. Filter Clear

Page / 1 Records per page | Total Result(s) Found 5

S. No.	Leave No. ^{↓↑}	Employee Name	From Date	To Date	No of Leav...	Type of Leave	Status	Result	Current WF Stage	Current Stage Assignee	Actions
1	L00000205	Andy Bank	01/07/2025	01/07/2025	1.0	Paid Time Off	Initiated		Initiate Leave	Andy Bank	
2	L00000201	Andy Bank	04/06/2025	04/06/2025	1.0	Paid Time Off	Initiated		Initiate Leave	Andy Bank	
3	L00000200	Andy Bank	07/03/2025	07/03/2025	1.0	Paid Time Off	Initiated		Initiate Leave	Andy Bank	
4	L00000179	Andy Bank	27/11/2024	27/11/2024	1.0	Paid Time Off	Initiated		Initiate Leave	Andy Bank	
5	L00000178	Andy Bank	22/11/2024	22/11/2024	1.0	Paid Time Off	Initiated		Initiate Leave	Andy Bank	

Project Financials

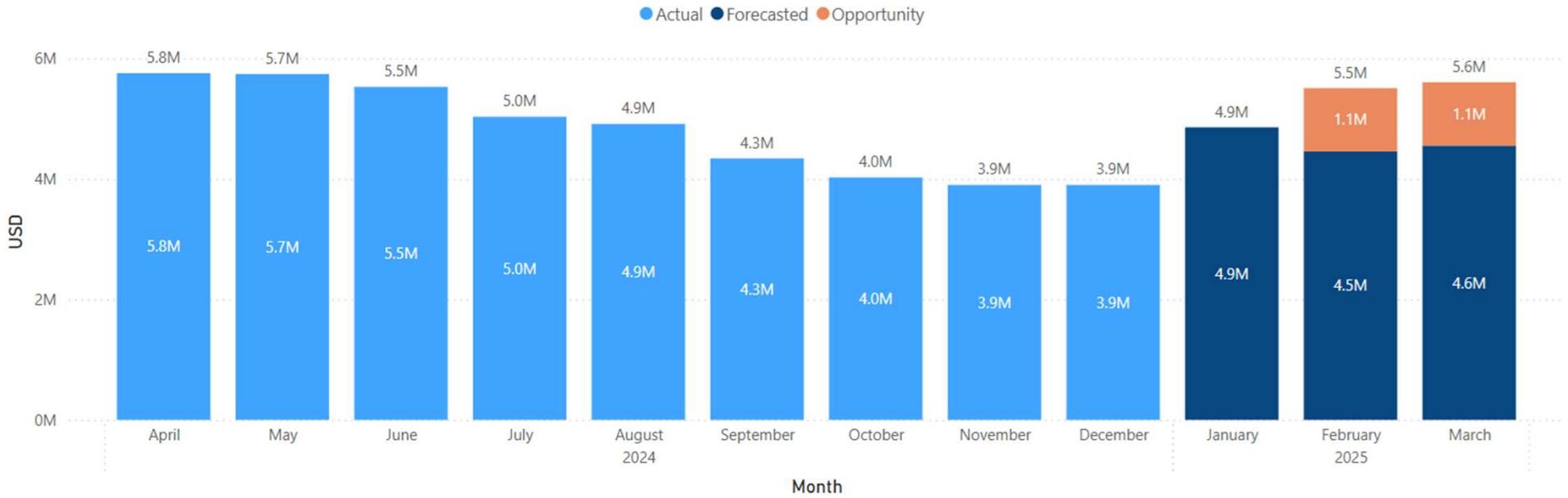
1

Revenue
Forecast

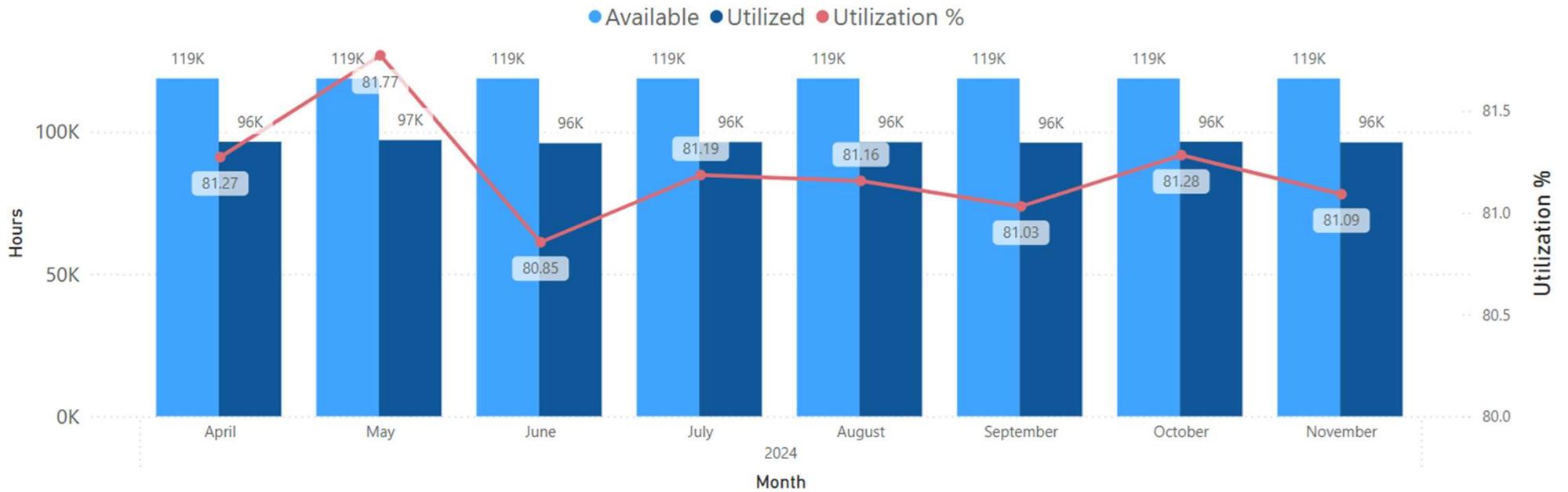
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Rev Rec & Billing

Revenue Forecast



Resource Billable Utilization



Integrations

1

Employee Master

2

ATS

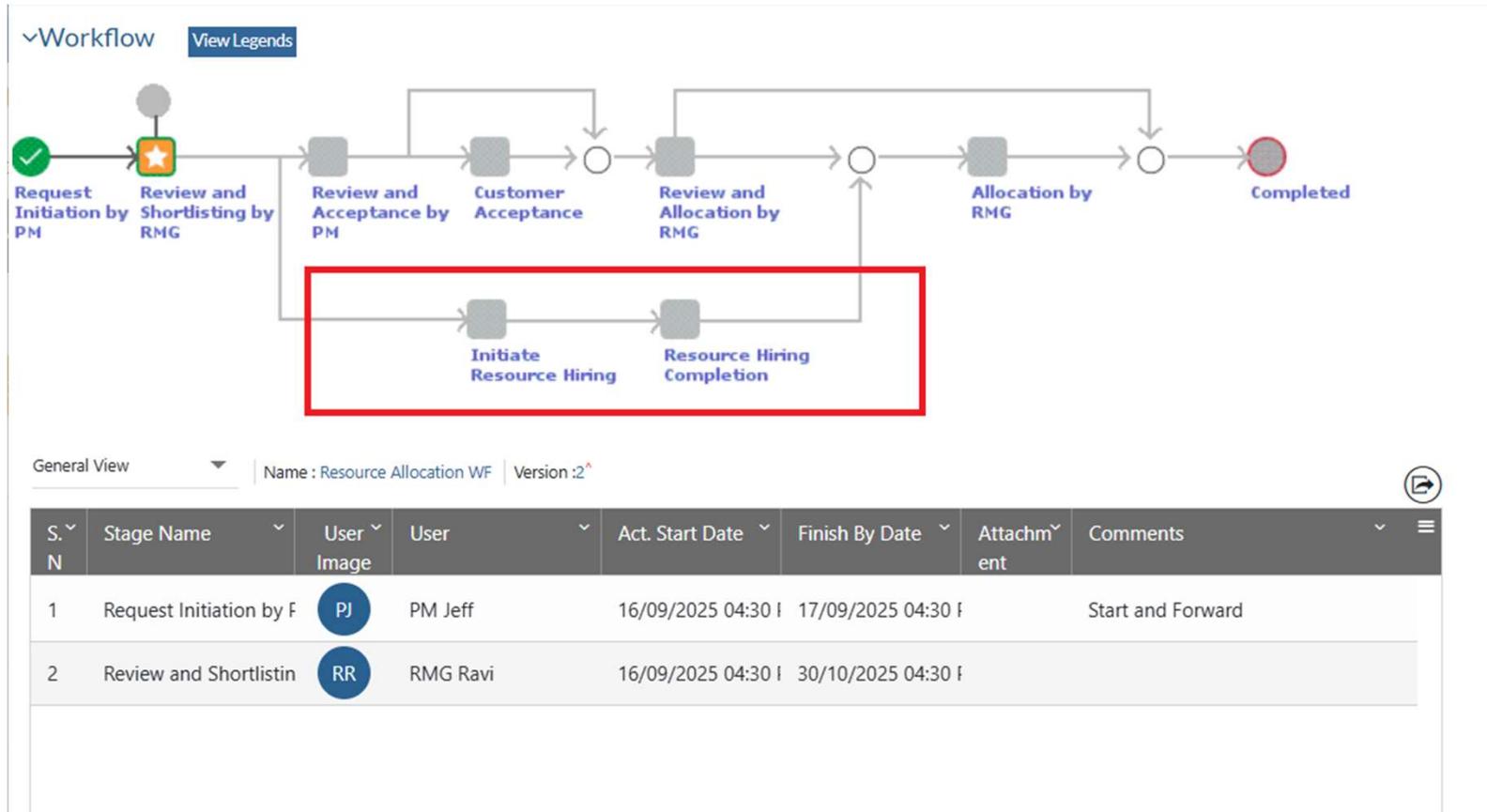
3

Absence
Management

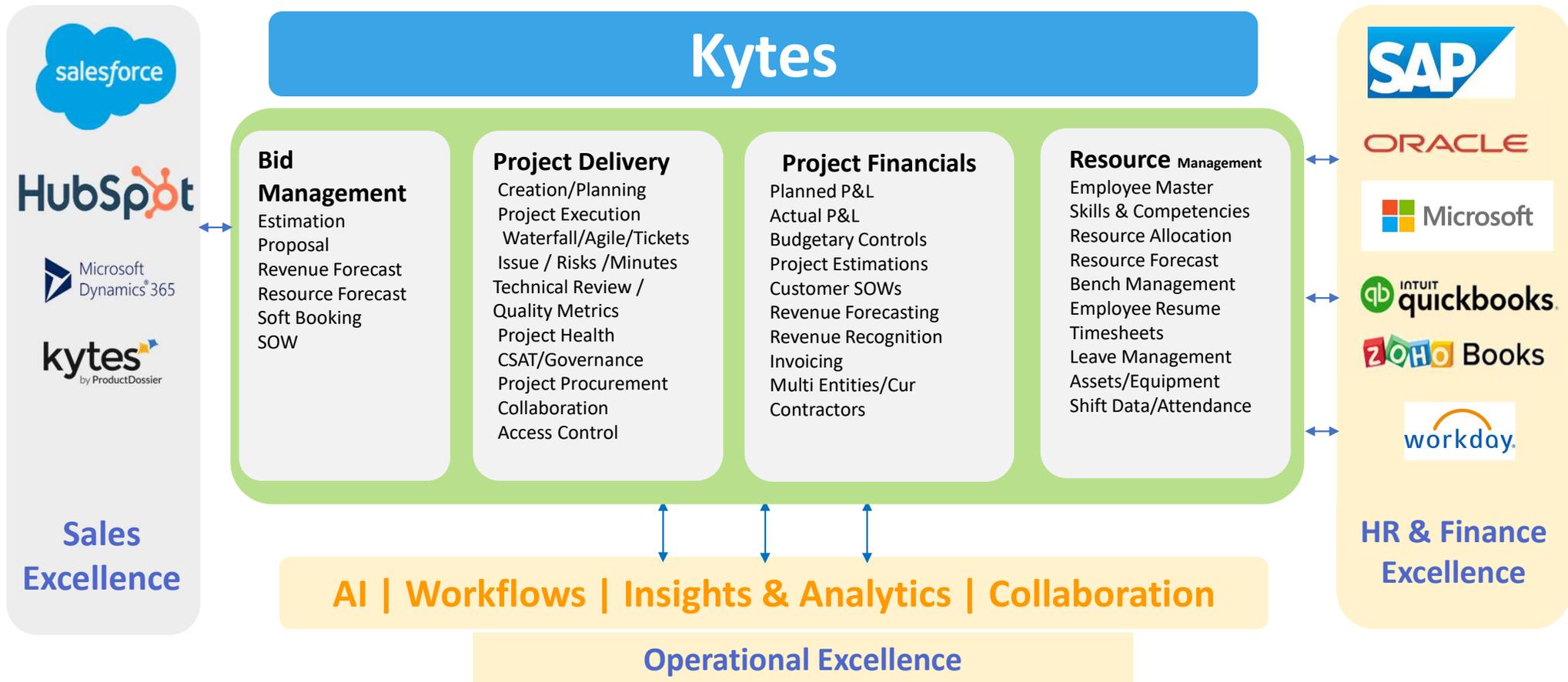
Employee Master Integration

S.No.	Name	Login Name	Employee No	Country	Delivery Centre	Business Unit	Grade	Billable	Reporting Manager	Employee Type
1	Abhishek Kumar	abhishek.kumar	NPD084231	India	Benglaru - INDIA	Biologics	Grade C	Yes		Permanent
2	Aditya Thakur	aditya.thakur	100232	India	Pune - INDIA	Engineering Se...	Grade B	Yes	Roger Moore	Permanent
3	Admin User	admin.user	AUSER	India	Pune - INDIA	Corporate	Grade A	No		Permanent
4	Agastya Banerjee	agastya.banerjee	PD001005	India	Benglaru - INDIA	Software Servi...	Grade A	Yes		Permanent
5	Ajay Jain	ajay.jain	PO00332	India	Pune - INDIA	Engineering Se...	Grade C	Yes	Roger Moore	Permanent
6	Ajay Rane	ajay.rane	E0000101	India	Pune - INDIA	Software Servi...	Grade A	Yes	PM Ram	Permanent
7	Ajay Reddy	ajay.reddy	PD001002	India	Benglaru - INDIA	Software Servi...	Grade A	Yes		Contract
8	Ajay Verma	ajay.verma	NPD00003	India	Pune - INDIA	Corporate	Grade B	No	Suman Das	Permanent
9	Ajit kumar	ajit.kumar	100235	India	Pune - INDIA	Engineering Se...	Grade A	Yes	Aditya Thakur	Permanent
10	Ajit Sharma	ajit.sharma	111103	India	Benglaru - INDIA	Software Servi...	Grade A	Yes		Permanent
11	Akanksha Patil	Akanksha.Patil	PD3003	India	Pune - INDIA	Software Servi...	Grade C	Yes	Rajiv Gupta	Permanent
12	Akash Jain	akash.jain	PSA00134	India	Pune - INDIA	Software Servi...	Grade A	Yes	Aditya Thakur	Permanent
13	Akash Nikam	akash.nikam	PD987792	US	San Hose - US	Software Servi...	Grade C	No	Daniel Valimareanu	Permanent
14	Akshay Arora	akshay.arora	NPD04385734	India	Pune - INDIA	Biologics	Grade A	Yes		Permanent

ATS – Hiring System



Integrated System



Key Takeaway

Intelligently Simple.

Thank You!

Questions?

kytes

Intelligently **Simple.**

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M: +91 9890287487

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