

Our integrated programme for successful staff recruitment, development and retention

Success in business is often based on the careful and well-targeted concentration of energies. Therefore, successful companies often take advantage of external resources which may give the decisive impulses for achieving the strategic business objectives. This applies all the more to the delicate field of human resource management.

Concentrate your energy – Achieve your goals

Being experts in this field, we develop strategies that help you advance your business activities. We support you in recruiting highly qualified personnel on the basis of a comprehensive integrated consultation approach, customised to reflect your individual business culture. Moreover, we ensure your company's ability to be both dynamic and successful in managing the challenges of the market. We try hard by steadily refining and developing your company's potentials and by improving staff and customer loyalty.

Strategic visions and day-to-day awareness

Our special services in this context are based on strategic personnel marketing that gives you a great number of advantages:

Tangible benefit

- Your business is profiled as an attractive employer
- Your enterprise culture is an authentic and thus active experience
- Your staff identifies with the company's goals
- There are strong social bonds and team-spirit orientation
- There is maximum motivation for personal and career growth and best performance possible
- Innovation and quality are assured through networked knowledge.

Soft factors are hard facts

Not only do we develop concepts that are tailored to our clients' special needs and objectives, we also help with the step-by-step realisation of individual projects. Our consulting service is a combination of pioneering instruments and proven method. Its central components are:

Individually designed concepts

- Workshops that help you elaborate your development model
- Assessments that help you determine your individual learning requirements
- Coaching that helps you develop key competencies
- Integration and team development workshops
- Transfer coaching.

Innovative methods and instruments

With our experience in management consulting and coaching we vouch for excellent quality and tangible success.

Measurable success

Our consultation services for specialist and executive personnel recruitment

Success in business does not come by itself – it needs to be achieved by those ‘men with a profile,’ who stand out not merely on the ground of their expertise and knowledge of methods, but first and foremost by their personality.

Success factor:
personality

You want qualified staff who are able:

Innovation
and creativity

- To move things forward with commitment and expertise
- To give a fresh impetus to the job
- To enrich your team with their charismatic personality?

You are looking for new staff who do not only meet the demands of today but who also have the potential it takes to manage the challenges of tomorrow?

We as external specialists in the field of recruiting specialist and executive personnel can help you search and select the best possible and most suitable candidates:

Assure the future

Observing the market permanently and systematically allows us to facilitate the accurate identification of possible procurement markets and the maximum use of your existing potentials.

Know where

A strategy that is oriented according to the current market situation ensures a targeted and efficient handling. The careful choice of suitable search methods and the combination of various coordinated measures provide for successfully reaching your individual target groups.

Know how

Know who

Activities in various duties and businesses in many years and a great number of projects realised in different areas of HR management brought us not only extensive general expertise but also special know-how and best practices alike.

Experience and
competence

Our consultation services focus mainly on commercial business assignments (e.g. controlling) and activities in marketing and distribution, HR management, business communication, and public relations. We also have special know-how in the different business areas of:

Functions

- Financial services (banking, insurance, etc.)
- Infrastructure services (energy, telecommunication, transport, etc.)
- Professional services (consulting, auditing, etc.)
- Non-profit services (associations, institutions, organisations, etc.)
- Life science services (pharma, biotech, medi-tech, etc.)

Businesses

If you want to be top among the best in competition, you have good reason to make us your strategic partner.

Results

Our consultation services for transfer management, change management, and outplacement

As today's markets become increasingly dynamic and global, the competitive pressure is rising, too, and businesses are required to develop a high degree of flexibility. In-house restructuring often is inevitable as a consequence. This process often causes feelings of resistance, suspicion, and fear in employees. To manage these processes of change in a satisfactory way that will show the desired outcome on the one hand, and to master the great difficulties resulting from it on the other hand still represents one of the most outstanding professional challenges.

The great challenge

Due to many years of consultation activities and particular expertise in change and transfer process management we successfully help employers and employees alike with these conflict issues. Our services include the monitoring of integration processes, the support of workforce adjustments, and even outplacement consultations in individual cases. Depending on the target group, we offer these services in group workshops or in personalised consultative sessions with case-relevant content.

Profit from experience

Especially the end of the employer-employee relationship resulting from structural changes in the enterprise represents a painful process for each party involved in the procedure, and often only external help can ease the situation in a professional and efficient way. An outplacement strategy that is customised according to your actual state of affairs may not only ensure a fast and smooth proceeding, but also the sustained securing of your business aims.

Orientation and perspectives after outplacement

Outplacement counselling has been proved to be a great help for those employees needing to cope with an extremely complex labour market after having lost their job, and who need to reorient and find a new assignment as quickly as possible. Simultaneously, showing of alternative perspectives can point the way for a successful career management in the long term.

Changes are chances

Retained employees often tend to identify rather strongly with their non-retained colleagues and hence have a strong feeling of unease. There is a considerable risk of the staff's losing faith into management, a drop in performance, and the movement of labour. In order to counteract these tendencies from the very onset of the dismissal procedure, we will support our clients with an in-depth analyses of their business environment. For example, we help you chose the most appropriate programme, coach superiors in dismissal conversation, give outplacement counselling and support, and discuss possible reorientation perspectives for each party effected.

Orientation for each party involved

A redundancy policy that is characterised by fairness and loyalty does not only reflect a value-oriented business culture, it also offers a good orientation for each person involved in times of radical change.

Success factor: Enterprise culture

Our consultation services for senior and junior executive and management personnel development

Since executive and management personnel serve a model function they, thus, are considerably involved in opinion-shaping within a company, and they directly influence both performance and readiness of the employees. In order to be able to meet the great expectations imposed on them, a high degree of leadership and social competence is essential.

Success through executive and management staff development

Due to the fact that a company's future success in business will increasingly depend on its ability to decide the competition of the best in its own favour, strategic executive personnel development is of greatest importance today. As many measures taken often fail to show the effects desired, new concepts are required which will prepare senior and especially junior executive management candidates for the future's challenges in an adequate and sustained way.

New concepts for future challenges

Our consultation services are designed individually to meet a company's specific needs. To boost personal and social competence, we offer our business clients a combined management training and coaching, consisting of these components:

Systematic training and coaching

- systematic development of key competencies
- use of pioneering methods and instruments
- choice of a learning context to support the actual learning process
- learning off-the-job, actively, and in social projects
- combination of ethical reflection and practical experience

Not only do the organised activities in social projects help employees to meet a completely different environment, they will also experience an entirely new dimension of learning. Afterwards, these impressions gained often prove to be important influences that have a desirable, lasting effect on the processes of change and innovation at work.

New learning experiences through new life concepts

New learning experiences do more than just making executives aware of their function as a role model: they also show effect in a new and fresh commitment towards leadership. Giving other employees a clear perspective and orientation, executives take the role as internal coaches, thus actively contributing to a:

Transfer into executive contexts

- better performance and readiness of employees
- increased staff loyalty and corporate identity
- improved image of the company as an attractive employer

A business culture that is manifest through active doing will replace the top-down model concepts by truly experienced assets. Authenticity in the process of leadership thus ensures the sustainability of economic success.

Success factor: Sustainability and authenticity