



Brussels · Luxembourg · Paris

HR & Competencies Management

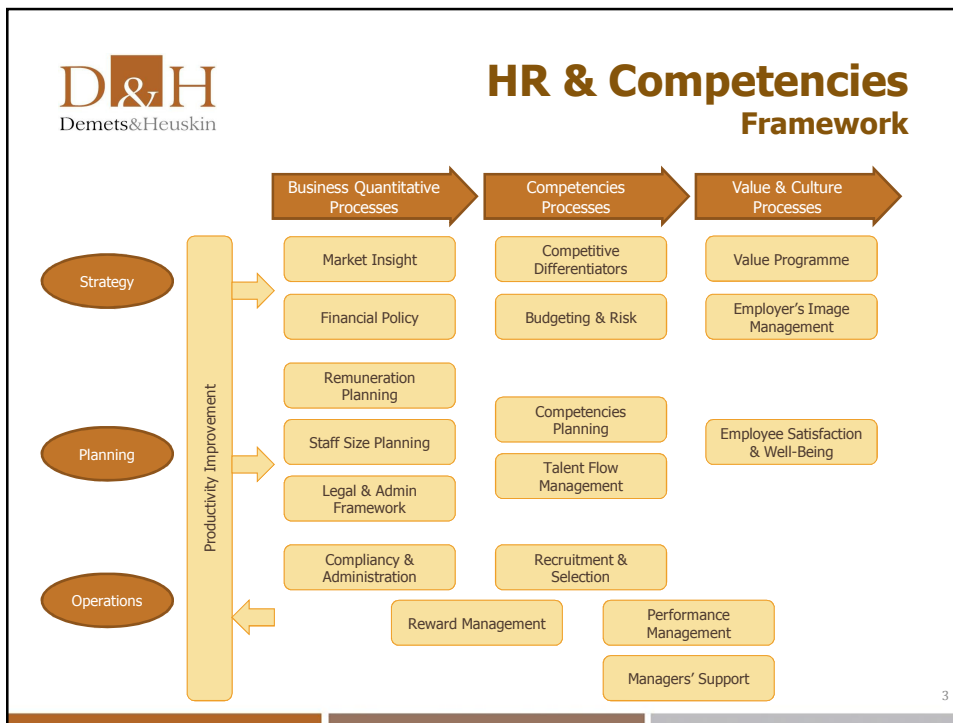
A Solid Approach
Pragmatic Solutions




HR & Competencies Framework

A holistic approach







HR Framework

Tactical Level

Remuneration Planning	<ul style="list-style-type: none"> • Plan & design a balanced benefits system
Staff Size Planning	<ul style="list-style-type: none"> • Plan staff size and its composition
Legal & Administrative Framework	<ul style="list-style-type: none"> • Plan & define regulatory instruments
Competencies Planning	<ul style="list-style-type: none"> • Plan & define the need & evolution of appropriate skills & knowledge
Talent Flow Management	<ul style="list-style-type: none"> • Plan & define internal mobility
Employee Satisfaction & Well-being	<ul style="list-style-type: none"> • Plan & define appreciation & motivational environment

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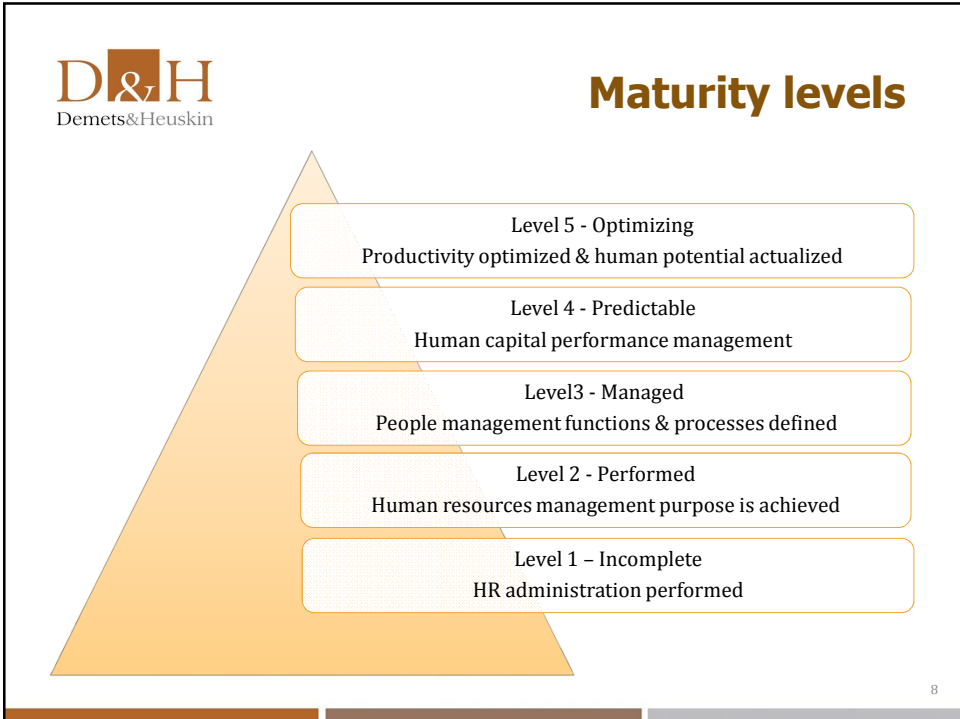
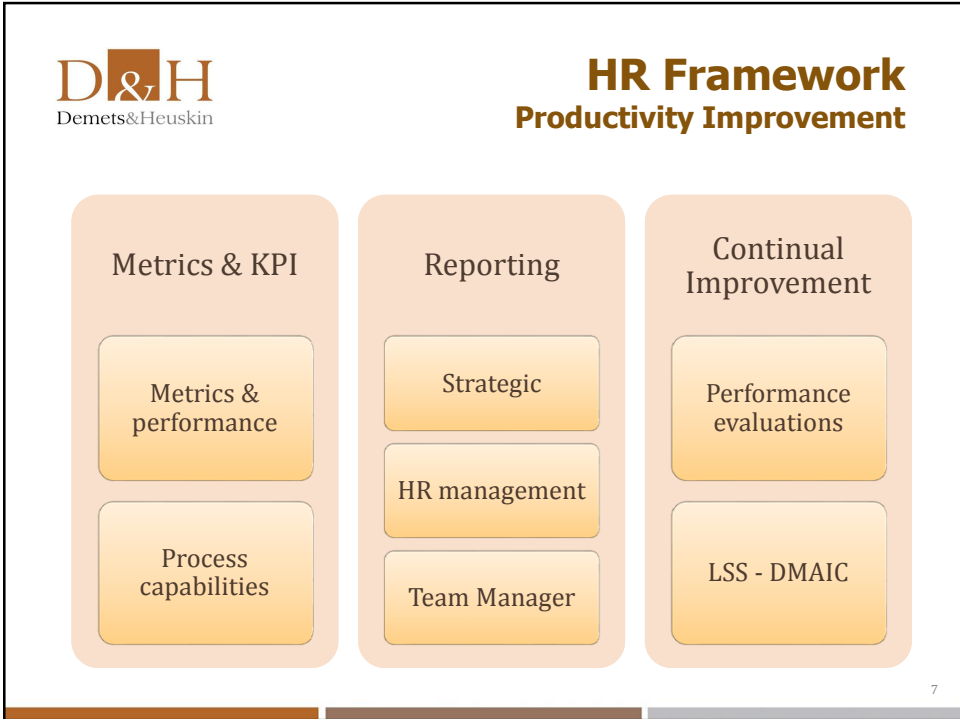


HR Framework

Operational Level

Compliance & Administration	<ul style="list-style-type: none"> • Perform execution of operational activities
Reward Management	<ul style="list-style-type: none"> • Perform positive recognition
Recruitment & selection	<ul style="list-style-type: none"> • Perform job opening, application analysis, selection and induction of new employees
Performance Management	<ul style="list-style-type: none"> • Perform competencies & evaluations activities
Managers' support	<ul style="list-style-type: none"> • Perform & provide adequate coaching, tools & assistance to team managers

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Services

Where Performance Means Service



Services

Maturity Assessment

*Know the problem
before you solve it!*

Realistic
based on interviews
Coherent
based on practices
Experience
participation in feedback
and conclusions

Implementation Guidance

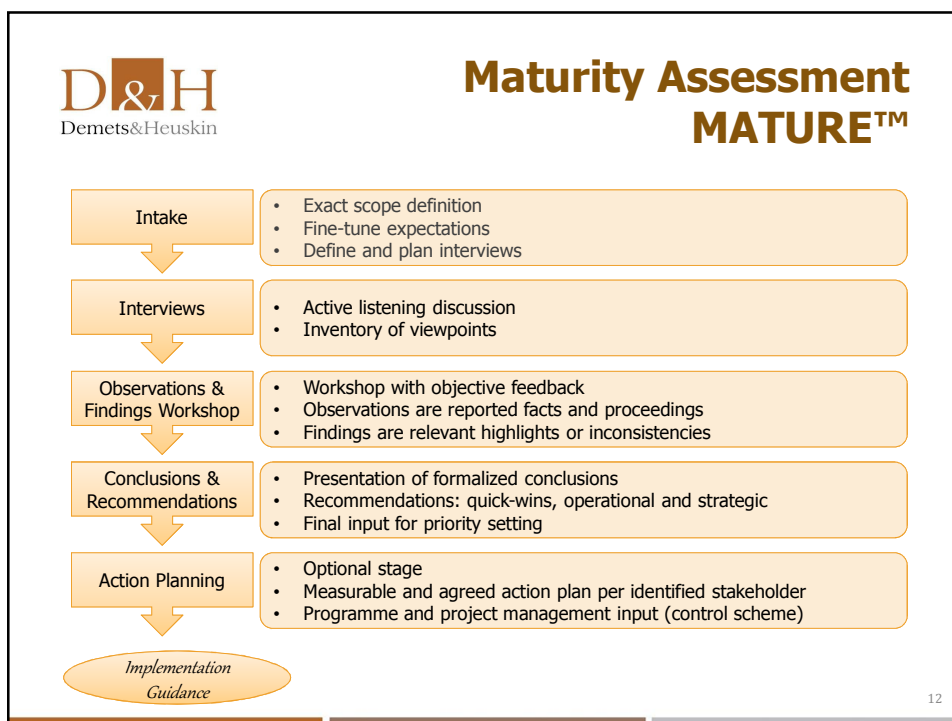
Go along, step by step

Pragmatic
Just what is needed
Quick Wins
First do the obvious
Together
Focus energy on what
people agree on

Governance Control

*Consolidate & improve
on the long term*

Integration
Clean out the old habits
Competencies
Make sure people are able
to perform
Reward System
Future oriented objectives
setting



Benefits of MATURE™

Collaborative method for assessing the real situation

Tangible, viable and realistic recommendations

Results which are accepted

Interviews and workshops are the basis for collaboration

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Practical Examples

- Assessment of evaluation and gratification process
- Assessment of competencies and training processes
- Assessment of recruitment and selection
- Opportunity analysis of talent management
- Assessment behavior, culture and values
- Assessment HR strategy
- Assessment HR function

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Implementation Guidance

Principal Consultant:
Follows the implementation for steering together with Client's executives, ensuring that deliverables will produce VALUE



Shadow Consultant:
Behind the scene, the shadow consultant is the soundboard and Quality Assurance for the Senior Consultant



Senior Consultant(s):
Organizing the implementation, working in-the-field with your managers, preparing reporting Conducting Workshops

- Limited team
- Limited time at your side
- Focus on your managers' competencies



Client

Behind the scene

What You See

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Benefits of Implementation Guidance

YOUR implementation: you do, with our guidance

Limited consultant's time, to well integrate into your business

Short-cycled project management focused on deliverables

Guidance and support for creating tangible value

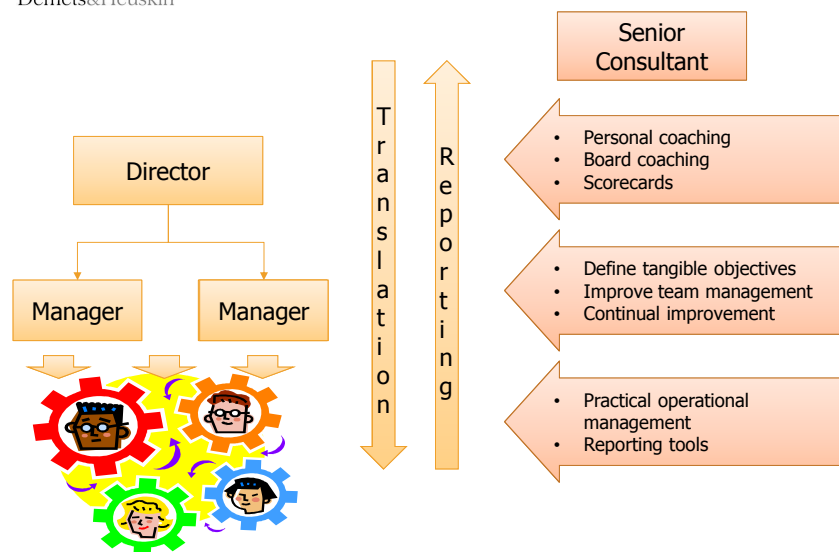
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Practical Examples

- Implementation of evaluation and gratification process
- Implementation of competencies and training processes
- Improvements on recruitment and selection
- Implementation of talent management
- Action plan behavior, culture and values
- Implementation of HR program and scorecard
- Interim management!

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Governance Control



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Benefits of Governance Control

Guaranteed translation of strategy into operational actions

Improved effectiveness of board, team and manager

Well-adjusted reporting and measurement instruments

Enhanced focus on operational excellence and continual improvement

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Practical Examples

- Integration of HR processes into BSC
- HR steering committee installation and coaching
- Fine-tune integrated and controlled approach on performance, rewards, evaluations and competencies
- HR Scorecard and continual improvement
- Steering of talent management
- Interim management!

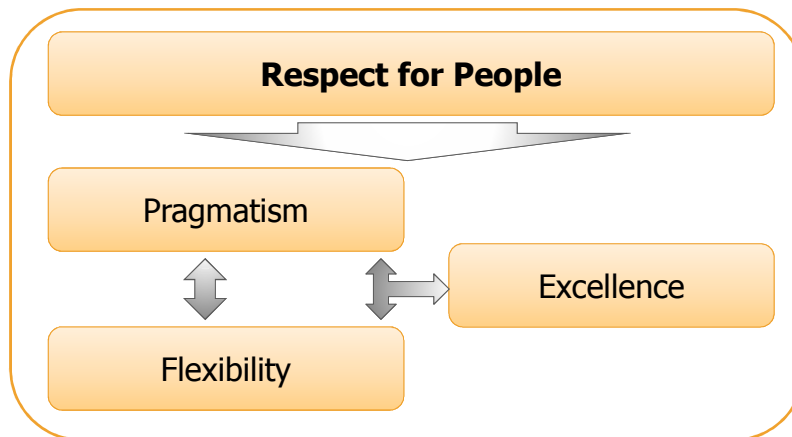
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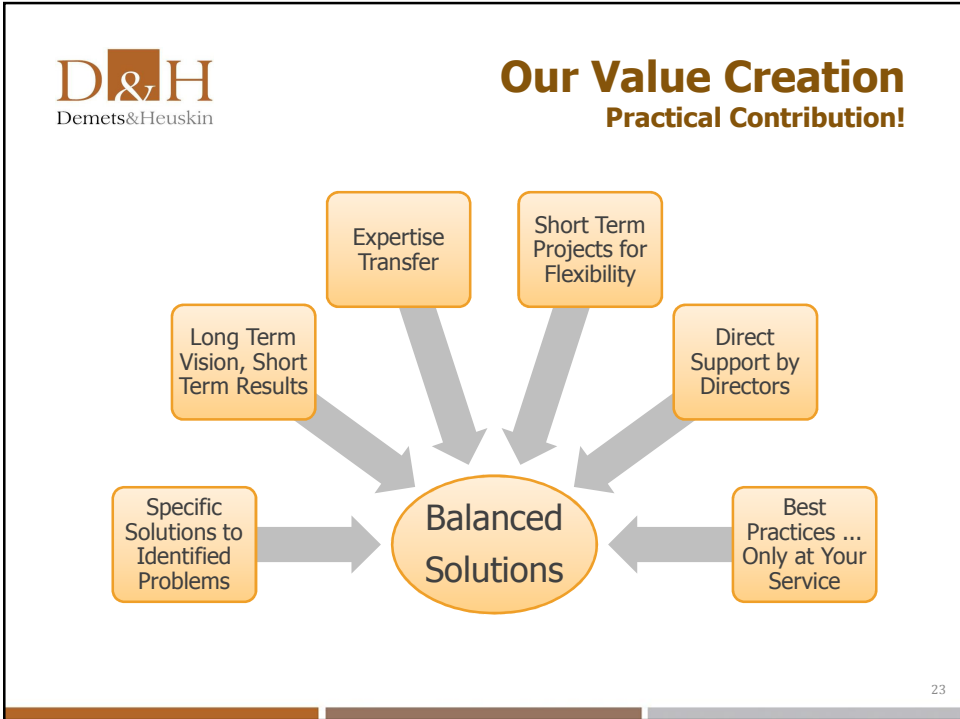
Identity

Focus on Pragmatic Use of
Strong Competencies



Our Core Values





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Value by Service

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