

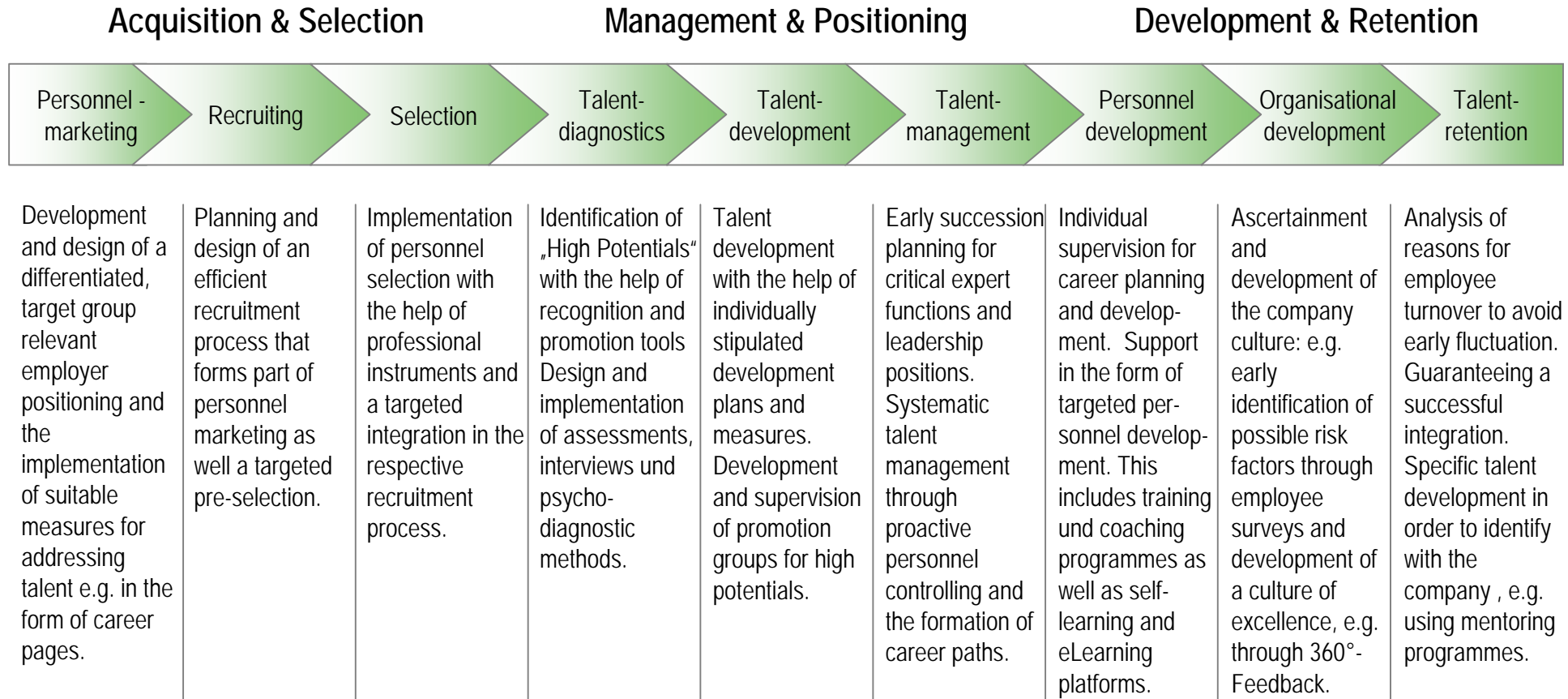


pro facts assessment & training. Scope of Activities

HR Excellence



pro facts assessment & training: HR Excellence



HR Excellence

Consultation and training of business-internal HR specialists and generalists on HR Strategy and specialist topics

HR Workshop

Design and implementation of specific instruments and procedures (psychometric systems, eHR-Instruments)

Scope of Activities



Personnelmarketing

- ◆ Support and consultation in the design of an optimal **HR marketing strategy**: Target group analysis, definition of the employer brand, etc. in particular
- ◆ Design of professional **career pages**
- ◆ **Self Assessments** as HR marketing instrument
- ◆ Design and implementation of specific measures for **graduate recruitment**

Scope of Activities



Recruiting

- ◆ Planning and design of efficient **recruitment strategies and processes** in particular
- ◆ Introduction of **eRecruitment** processes
- ◆ Introduction of **company specific online assessments** for screening und (pre-) selection purposes
- ◆ Design and implementation of **multi-stage selection processes** for example
- ◆ eHR: Introduction of a **recruitment portal**
- ◆ eHR: Introduction of an **application management systems**

Scope of Activities



Selection

- ◆ „Blended Assessment“: Design of an optimal combination of methods for every question asked
- ◆ Design and implementation of **Individual-Assessments** for all management levels
- ◆ Performance of **Group-Assessments**
- ◆ Structure and implementation of **interviews**
- ◆ Introduction of **Online Assessments** for selection purposes and for a development-oriented SWOT-analysis
- ◆ Implementation of **psycho-diagnostic methods**

Scope of Activities



Talentdiagnostics

- ◆ Implementation of **assessments** and **Interviews** to back up **placement decisions**
- ◆ Structure and implementation of **Development Centres** for different target groups e.g. talents
- ◆ Performance of **Management Audits** (for all members of one hierarchical level)
- ◆ Individual positioning for skilled and managerial staff including personal analyses of competence and career

Scope of Activities



Talentdevelopment

- ◆ Establishment of one or more closely intertwined **Talent Pools**
- ◆ Introduction of a **project leaders** and **functional careers**
- ◆ Introduction of **employee appraisals** and **performance management systems**
- ◆ Introduction and supervision of **promotional programs** for specific target groups (e.g. 49+)

Scope of Activities



Talentmanagement

- ◆ Introduction of a company-wide – even global - **Talent Management System**
- ◆ eHR: Implementation of a **Talent management Portal**
- ◆ Identification of key positions and **succession planning**
- ◆ Optimisation of **personnel controlling**
- ◆ eHR: Introduction of **competence management**
- ◆ Development of a business- and sector-specific **Talent Management-Process**

Scope of Activities



Personnel development

- ◆ Conception of comprehensive **Personnel development systems** and programmes
- ◆ Individual **Coaching** on behaviour and personality
- ◆ Classic and company-specific **Trainings** on topics such as leadership, communication, presentation and facilitation, sales, conflict management etc.
- ◆ Support of learning processes through **eLearning-Programmes**– in particular on behavioural issues

Scope of Activities



Organisational development

- ◆ Introduction and assistance of **360°-Feedbacks**
- ◆ Implementation supervision of **Change-Projects: „Fit for Change“**
- ◆ **eHR: Communication portals** to support change processes

Scope of Activities



Talent retention

- ◆ Conception, implementation and analysis of **employee surveys** as well as design of a subsequent communication process
- ◆ Conception, introduction and supervision of **Mentoring programmes**

Scope of Activities



HR Excellence

- ◆ Consultation on the design of the **HR-Strategy**
- ◆ Development and introduction of **company-specific competency models**
- ◆ Creation of an HR or **Personnel development Road Map**
- ◆ Efficiency and structural analyses of **HR-Processes** e.g. the controlling of learning processes, efficiency of the recruitment process, etc.

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