

## Talent Transformation Customized Consulting Solutions



### Value Proposition

We propose **consulting projects "Transform Talent Management"** to identify new ways to **diversify** future **talent pipeline** and **advance careers**.

Above all, we help companies to modernize **talent development processes**, **selection criteria** and **mindsets**, and **identify hidden talent** inside the company.

The **new world @ work** is rapidly changing, with remote, office-based & hybrid jobs impacted by the **global pandemic** and facilitated with **digital technology**.

And while **digital technology** provides **businesses** with new ways to **operate**, **share information** and **engage** with **employees**, it also **offers challenges**.

Many companies **target** the same **talent globally**, increasing the need to **differentiate** and **innovate** around **human capital** and **retention strategy**. So, businesses need to **see** the new **world at work** with **fresh eyes** and **modernize talent management processes & tools**, to **remain attractive**.

We propose to help companies **implement change**, **identify hidden talent** inside the company and **cultivate** more **diversity** across **business areas** and **functional disciplines**.



### Consulting areas, not limited to....

- Establish potential **skillsets & career paths**, for new jobs & specific functions
- Identify critical **skills, capabilities, behaviors** necessary for businesses to stimulate **growth** & facilitate **career development**.
- Clarify **management behaviors** necessary to impact **retention**, promote **career advancement & detect potential**.
- Determine the **key competencies, behaviors & skills** necessary for **high potentials** and **leadership roles**.
- Develop **structured behavior interview tools & techniques** to improve **selection** and challenge **unconscious biases**.
- Define **soft skills & personalities** best suited to corporate culture
- Design **programs** to identify **future talent pipeline** across diverse segments of the business for **remote, office & hybrid jobs**.



### Fee Structure

We work **transparently** with our clients and propose a **consulting fee**, based on complexity, timeframe, scope of project, agreed deliverables and objectives.

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