

CHANGE IS A CHANCE



C H A N G E



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**People at the center
from Placement
to Outplacement**



**Placement
Manage & Develop
Outplacement**

Our team of experts, consultants and professional coaches helps companies that put people at the center, supporting them from selection to relocation.

OUR VISION

We support people and companies through the process of change, creating relationships of trust, offering top quality services.



**People at the center
from Placement
to Outplacement**

**Assessment &
Management Search**

**Business Coaching
Trainings & Team Building**



**Supporting
Professional Relocation
(Outplacement)**

OUR MISSION

Being **Leaders in HR services** by focusing on
Outplacement and Business Coaching

OUR PROMISE

We support companies with **passion and professionalism**, offering **tailor-made services** to
achieve **tangible results**

OUR TEAM



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Partner



Simone Riccò
HR Consultant & Coach



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SUPPORTING PROFESSIONAL RELOCATION (OUTPLACEMENT)

Outplacement is a service that supports the companies in the **phase of severance** from one, or more than one, **employee**, and the service also consists in **assisting people in their search for a new occupation**.

It is an instrument based on a **specific method** that **attends individuals in their career transition, until the professional reintegration**, assisting them both in a psychological way as well as in practical labor matters.

INDIVIDUAL OUTPLACEMENT: EXECUTIVES - MIDDLE MANAGERS & HIGH LEVEL EMPLOYEES

The Individual Outplacement is dedicated to companies that intend to organise **consensual severance of an employee**.

The service aims to support the outplacement of **employees** on a **high level, middle manager and executives**.

The employee that starts an individual outplacement project gets **personal assistance from a consultant** so as to develop, in the most suitable way, a **proper project that fits career**.

The candidate is provided with a **method of active search of an occupation**, a support in the outlining of a **self-marketing plan** and a **strategic and ongoing consultancy** during the period of active search.

COLLECTIVE OUTPLACEMENT EMPLOYEES - WORKERS

This service is suitable for companies that find themselves to deal with a situation of company **reorganization**, with the need in their nearest future to **dismiss and/or replace a number of office employees and workers** in their organic.

After a first phase of **training** in groups, the candidates are given **support in their active search for occupation by consultants**, experts on the labor market, that coordinate and **follow up the outcome** of the project, developing an activity of **scouting** of suitable professions and opportunities.



The average of success obtained



The average number of months to outplacement



Have been outplaced with a higher or equal salary

TESTIMONIAL

In SA Change I found **method, tools and human support** to undertake this path. The activities carried out allowed me to **better focus on my skills and my professional goals** for the future. [...] Sometimes it is **stressful** and in these moments the **experience and presence of the S&A Change consultants are of real help**. It was a **very positive experience** and I recommend it to everyone, even those who have the only desire to change their job.

BUSINESS COACHING TRAININGS & TEAM BUILDING



BUSINESS COACHING

Business Coaching is an intervention thought for **managers** that aims to **improve the performance** of the **individual** single collaborator or the **whole team** within the organisation, improving **leadership development**.

Coaching allows a **better management of changes** and facilitates the process of **talent retention and development**.

The coach stimulates the person to **think outside the box** - improving the detection of **new and efficient solutions** - with a follow-up during the realisation.

S&A CHANGE offers services of **Executive, Corporate and Team Coaching**.

MANAGEMENT TRAINING COURSES

S&A CHANGE organises training courses for Managers with the aim of developing the individual potentialities and improving their performances.

Each training project is being projected and managed in a personal way and **focus** mainly on the following areas:

- **Coaching Techniques**
- **Leadership Development**
- **Team Management**

OUR MAIN PARTNERS ON THE TERRITORY



The courses can be organised on site, or outdoors, to support the processes of team building.



BUSINESS COACHING TRAININGS & TEAM BUILDING

TEAM BUILDING

S&A Change organises **Team Building training activities** outside the organisational context especially designed for those who **work together** with the aim of **increasing the sense of belonging** and **improving team performance**.

An '**experiential**' activity is included within the program in order to show **how to work together** in the company.

The main objectives:

- **Increasing the knowledge** of the participants
- **Learning the skills** needed to **work effectively in a team**
- **Experiencing activities** with a **strong emotional impact**



RAFTING



TEAM BUILDING - DOLOMITI



ORGANISATIONAL DEVELOPMENT

We support our clients in **analysing the management of human capital and organisation**, evaluating their **adequacy in relation to business objectives**, and then set up and implement **high-impact improvement** actions.

We support the company in **optimising contractual and legal aspects**, making **union agreements** and studying how to reduce or **make personnel costs variable**.

We are full-fledged **partners in the area of Human Resources management** and we provide **project-based** services or **HR Temporary Management services**.

ASSESSMENT & MANAGEMENT SEARCH



MANAGEMENT SEARCH

The **S&A CHANGE Management Search activity** concerns the search for the following managerial figures:

- **Top Management**
- **Middle Management**
- **Professionals**
- **Talent People**

The team of **professional consultants** strives to respond in the most appropriate ways to the needs of the various professional assignments, focusing on **four macro-activities**:

1. **In-depth mapping** of the **reference market**
2. **Research centred** on the **characteristics of the candidate**
3. **Selection** based on **professional knowledge consolidated over years** of experience
4. Possible **Assessment**



ASSESSMENT

The **Assessment Center** is a methodology that **reduces errors in the process** of evaluating human resources through the synergistic use of **several techniques**:

- **Test**
- **Interviews**
- **Group Tests**
- **In-basket test**
- **Simulations**

The main goal of the service is to provide **a tool that helps the Human Resources** department to "**predict job success**" of candidates in the recruitment phase or to **evaluate their potential** to plan training interventions and define career paths.

In our Assessments we involve two or more evaluators in order to guarantee a better objectivity of the Assessment

Our services can be provided:

- Entirely in person**
- Entirely online**
- Hybrid** (partially in person and partially online)

We offer a **tailor-made service** based on the needs and preferences of the candidates and the companies

Change is the focus of our work and we like to think that we are capable of **translating change into goals** and **objectives into opportunities** for our clients.

S&A CHANGE is made up of a **team of professionals with extensive experience in Human Resources** services. Our business is complemented by a **network of reliable Partners** who complete our offer, in order to be today a **Global Partner in HR services**.

Professionalism and attention to the person are part of our **paradigm** and our **results** speak for us.



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