



CHANGE IS A CHANCE



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.



OUR MISSION

We are Leader in HR services with a specific focus on *Outplacement* and *Business Coaching*

OUR PROMISE

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

THE **TEAM**



Franco Faoro

Partner



Stefania Valletta

Partner



Maurizio Poltronieri

HR Executive



Romilda Scaldaferri HR Consultant & Coach



Marco Tagliabue

HR Consultant



Antonella Finazzi
HR Consultant & Coach



Salvatore Del Core
HR Consultant



Lucio Dattaro *HR Consultant*



Sandro Ratti *HR Consultant*



Maurizio Gallenda HR Consultant



Carolina Balus
HR Junior Consultant



Martina Gaggioli HR Junior Consultant

OUTPLACEMENT

Outplacement is a service that supports It is an instrument based on a specific companies the the phase in severance from one, or more than one, employee, and the service also consists in assisting people in their search for a new occupation.

method that attends individuals in transition, until their career 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 that adapts to his career.

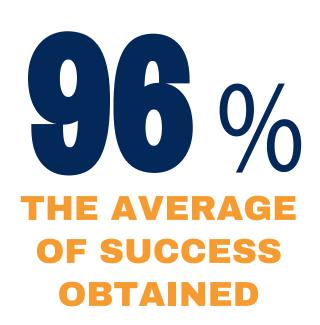
The candidate is provided with:

- a method of active search of an occupation
- a support in the outlining of a self-marketing plan
- a strategic and ongoing consultancy during the period of active search
- Network of companies

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.







REFERENCES

"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 & MANAGERIAL TRAINING

BUSINESS COACHING

Business Coaching is an intervention 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**.

MANAGERIAL TRAINING

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

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

OUR MAIN PARTNERS CONAD **BALENCIAGA** camst: **UNITED COLORS** OF BENETTON. **@Nilfisk TWINSET** Johnson Johnson **GRUPPO CREMONINI** Boehringer Ingelheim **ECHNOGYM** Henkel **The Wellness Company Baker Hughes BOSCH** Wienerberger <u>ERMANNO</u> SCERVINO

CARPIGIANI

TEAM BUILDING & ORGANISATIONAL DEVELOPMENT

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.



Photo: Rafting experience;



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

hr TEMPORARY MANAGEMENT & HR PARTNERSHIP

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 both contractual** and **legal aspects**, and in the creation of trade union agreements.

Furthermore, these activities are also linked to the commitment to study how to reduce and/or make personnel costs variable.



Photo: Trekking experience in the Dolomites;



ASSESSMENT & MANAGEMENT RESEARCH

MANAGEMENT RESEARCH

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

- Top Management
- Middle Management Professional
- Talent People
- Professionals

The team of professional consultants strives to respond in the most appropriate ways to **the needs** of the various **professional assignments**, focusing on 4 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. **Assessment** (possible)

ASSESSMENT

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

- Tests
- 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 or in the hybrid mode (partially in personand 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 we are capable of translating change into **goals** and goals 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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