

C H A N G E



CHANGE IS A CHANCE



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



**Placement
Manage & Develop
Outplacement**

WWW.SA-CHANGE.IT

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.

Assessment & Management Search



Business Coaching Team Building & Training



Outplacement



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** 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 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*

96 %

**THE AVERAGE
OF SUCCESS
OBTAINED**

5 MONTH

**THE AVERAGE
NUMBER OF
MONTHS TO
OUTPLACEMENT**

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.

71 %

**HAVE BEEN
OUTPLACED WITH A
HIGHER OR EQUAL
SALARY**

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



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.

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*



Photo: Rafting experience;



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 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 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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