



Human Value Executive Search & Selection

Human Value is the Business Unit of the Support HR solutions Group responsible for **Executive Search & Selection**, **Consulting** and **Recruitment Process Outsourcing**.

The objective of this area is to introduce the most important national and international companies to the most **brilliant top and middle management professional** and **specialists**.

The Human Value strategy based on the establishment of a **privileged relationship** with the client based on transparency, dialogue and understanding their needs. To best understand the skills required, provide fast results and recognise trends and wage dynamics, it is internally organized into the following **specialist areas**:

- **Banking & Insurance**
- **Fast Moving Consumer Goods**
- **Industrial | Processes**
- **Industrial | Manufacturing**
- **ICT**
- **Services & Advanced Tertiary**
- **Pharma & Health Care**
- **Finance**
- **Sales & Marketing**
- **Engineering**
- **Operations**
- **Procurement & Supply Chain**
- **Human Resources**

During candidate evaluation, Human Value stands out for its **attention to the individual** and for establishing a personal touch. Before a potential client is introduced to a company, the consultants verify their **level of motivation, preparation and level of excellence** in the market in question.

Executive Search & Selection

Identify, assess and select people of value.

- Executive Search & Selection
- Consulting
- Recruitment Process Outsourcing

Target Area	Services
Executive Search & Selection	<ul style="list-style-type: none"> ▪ Head Hunting ▪ Combined Search ▪ Large Project Recruiting ▪ Talent Pool Sourcing & Selection
Consulting	<ul style="list-style-type: none"> ▪ Assessment Center ▪ Candidate Assessment ▪ Company & Function Mapping
Recruitment Process Outsourcing	<ul style="list-style-type: none"> ▪ On-site Recruiter ▪ Response Management

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Human Value is the Italian partner of **Consulting Group®**, one of the main international Executive Search company networks, present in 25 countries with 48 offices and over 160 consultants.



AdComms Advertising & Communications

AdComms is the Business Unit of Support HR solutions Group specialized in creating new strategies for **Employer Branding**, **Employee Communication** e **Corporate Communication** so that companies may evaluate their identities and stand out from the competition.

Thanks to a strong partnership with  **tmpworldwide** THE DIGITAL BRAND AUTHORITY one of the top international Recruitment Advertising Agencies AdComms creates **internal** and **external communication campaigns** combining creativity, innovation, a structured approach and HR abilities.

Employer Branding

The aim of Employer Branding is to allow companies to become **Employers of Choice** by improving their recognition, brand awareness, identity and by evaluating professional opportunities for the target group. As a result, the **recruitment process** and **employee retention rate** are **improved**.

Employee Communication

Efficient and two way communications between companies and collaborators resulting in a **positive business environment** and **increased loyalty**.

Corporate Communication

It is our aim to successfully develop and communicate **company identity**, regardless of size, using campaigns and other tools **above** and **below the line**.

Advertising & Communications

Attracting, communicating, standing out: take full advantage.

- Employer Branding
- Employee Communication
- Corporate Communication

Target Area	Services
Employer Branding	<ul style="list-style-type: none"> ▪ Value Proposition Analysis ▪ Brand Book ▪ Communication Strategy on-offline events outdoor ▪ Media Planning ▪ Student Communications
Employee Communication	<ul style="list-style-type: none"> ▪ Media Relation ▪ Employee Referral Program ▪ Website ▪ Brochure ▪ Gadget ▪ Stand
Corporate Communication	<ul style="list-style-type: none"> ▪ Welcome Kit ▪ House Organ ▪ Newsletter e DEM

Student Communications

Meet today the leaders of the future.

- Career Day & Job Café®
- Talent Project
- Recruiting Day

JobChallenge Student Communications

JobChallenge is the Business Unit of the Support HR Group which holds **high target Student Communications** events.

These events, during which companies may present their work and career opportunities, feature both **single** and **multiple brands** promoting contact between companies and their target audience selected from among university students and graduates.

Career Day

A **pluribrand event** where many potential employers have a stand and give tailor-made presentations. It is an opportunity to meet a large number of candidates, collect CV's, distribute company literature and hold mini-interviews.

Job Café®

Thanks to a modern, informal approach, companies meet students and recent graduates to **introduce their companies and career paths**, hold **interviews** and work on **case studies**.

Talent Project

An event open to the select few. Over just one day, companies have the opportunity to meet 40 top students from the faculties of **Engineering** and **Economics**. Intense off-line preparations and pre-screening ensure the participation of **candidates who meet company requirements**.

Recruiting Day

A day of **introduction** and **selection** organized for a single company in a college faculty of interest. **Assessment** and **interviews** are carried out in loco to reduce recruitment times.

Target Area	Services
Student Communications	<ul style="list-style-type: none">▪ Career Day▪ Job Café®▪ Talent Project▪ Recruiting Day



HR Consulting Enhance resources to develop your business

HR Consulting is Support HR solutions Business Unit made up of professionals who work to provide **consultancy** and **training** to strengthen **company resources**, and improve levels of **ability** and **performance**.

Companies today find themselves in a constantly changing market which has an impact on working life and careers. Truly competitive companies must therefore not ignore the central role played by its own resources. HR Consulting professionals put themselves forward as a partners able to **propose flexible, tailor-made solutions**, supported by **sophisticated but simple instruments**.

Starting with **role definition**, HR Consulting responds to the need for **mapping**, using innovative online surveys - **360° Feedback, 3D Leadership** - and **Assessments** to ascertain the qualities and potential of candidates to best fill the available position.

Through **coaching** and **training**, we nurture **skills and abilities to improve** those necessary and optimise individual performance.

Furthermore, **HR Management** services stand side by side with companies to manage and develop each and every aspect of Human Resources.

HR Consulting

Enhance resources to develop your business.

- Defining, mapping and developing competencies
- HR Management

Target Area	Services
Definition of the competencies	<ul style="list-style-type: none"> ▪ Competency model
Mapping of the competencies	<ul style="list-style-type: none"> ▪ 360°/180° Feedback ▪ Assessment ▪ 3D Leadership
Development of the competencies	<ul style="list-style-type: none"> ▪ Coaching ▪ 90 Days Ramp Up ▪ Training ▪ Outdoor
HR Management	<ul style="list-style-type: none"> ▪ HR Management System ▪ Climate survey ▪ Labour consulting



HR Finance Training schemes financing

HR Finance is the Business Unit of Support HR solutions which assists companies seeking **financing** for **company training schemes**.

In a constantly changing market, possession of a **highly skilled** workforce and **development of Human Resources** are crucial to come up with winning strategies and increase the **level of competitiveness** of a company.

HR Finance consultants help companies to benefit from funding opportunities such as **Join Interprofessional Funds**, promoted by the Social Parties to finance, either wholly or partially, **territory** and **sector company training for both groups and individuals**.

There are many different types of funding, all very different from one another in terms of how they work, who may apply for them and what they are available for. For this reason, it is essential to turn to the HR Finance experts in this field, whose areas of expertise cover all funding presently available, with emphasis on **Fondimpresa**, **Fondirigenti**, **FOR.TE**, **Fondir** and **Fondo Banche Assicurazioni**.

This opportunity gives businesses the chance to work alongside a **unique partner** whilst putting together a reliable, **ambitious and complex business growth plan** submitted **in line with the deadlines** set out and with **invaluable benefits** over time.

Target Area

Services

Training schemes financing

Join Interprofessional Funds

- Analysis of the financing options
- Preparing application forms
- Financial and training plans
- Certified accounting reports

Training schemes financing

Invest in your business competitiveness thanks to special Funds.

- Join Interprofessional Funds

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