

Organisation Development

Management development and succession planning

Filling a position with the right person is a key criterion for success in any company. We support you in the selection of your management, both for internal (succession plans, promotions, collective or individual development plans) as well as external selection hires. The creation of skills assessments and/or behaviour profiles facilitates the assessment of applicants' potential. We use an assessment to check whether the applicant's profile fits the culture and needs of your company.

Reorganisation and change management

Any reorganisation has an impact on the interactions between employees and between the various actions in the company.

Through structured and neutral discussions, we support you in clarifying how strongly the employees identify with the corporate culture and values, suggesting specific action plans that can restore balance if necessary.

Corporate culture development

The current culture is analysed and understood in the project. The new corporate culture and values are defined based on the existing corporate strategy and your future goals. Through an action plan, we ensure effective implementation and support the execution of the plan as needed.

Skills model

In partnership with the management team and HR, we define the skills needed for successful carrying out the role. The existing skills are then evaluated, and an actual-target comparison is carried out. The resulting development steps are defined and specified in a measurable action plan.