



PROJECT MANAGEMENT

The art of building bridges

Project management

A characteristic feature of project work is that specific expertise may be required on a temporary basis, which may not be available from company resources for various reasons.

HR-related project issues can be extremely varied, ranging from questions about recruitment, staff development, setting up and changing systems to collaborations with external service providers.

Other important components of successful project management include a thorough understanding of co-determination and stakeholder management within the company. External project managers can use their experience and qualifications to provide effective and efficient support for developing and implementing ideas, resolving temporary shortages or helping with outsourcing/insourcing.



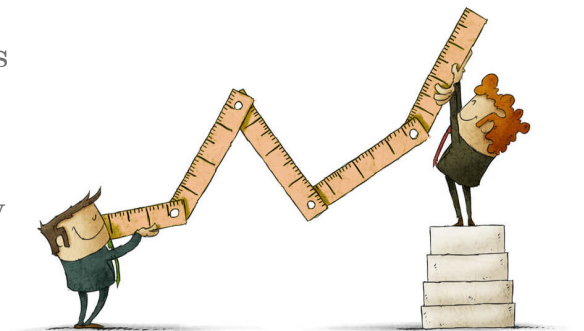


Merger & Acquisitions

More and more companies are growing by merging with other companies. Many of the resulting challenges can be resolved by tax advisers and lawyers. However, a key issue that always arises in these scenarios is how to blend the cultures and structures within the companies and how to standardise their systems in a constructive manner.

Particularly in human resources, there are many issues to be analysed and resolved. These might include a consistent performance management system, a common career framework or the development of a new corporate culture.

Often it is also important to build relationships with vital subject matter experts or to implement an outsourcing strategy.





PROCESS & STRUCTURAL OPTIMISATION

Infrastructure creates opportunities

Process & structural optimisation

Modern human resources management is involved in the important decisions that are made in a business. Nevertheless, administrative requirements cannot be eliminated entirely, and even outsourcing is sometimes only a partial solution.

That is why optimising processes and structures to improve quality and save time is such an effective way to create opportunities and add commercial value.

In day-to-day business, there is often insufficient time to review processes and structures. Sometimes it can be helpful to get an external perspective.





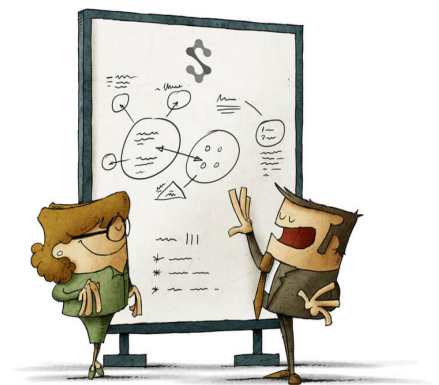
WORKSHOPS & TRAINING

Being curious, play & learn

Workshops & Training

Learning and retaining new information and concepts is facilitated if participants can follow the content easily and are actively involved. Both of these factors have a beneficial impact on attention span and help with knowledge retention.

That is why it is vital to prepare HR-topics so they can be communicated succinctly and clearly, keeping participants' attention focused and stimulating interesting discussions. The methodology used here is just as important as the trainer's subject knowledge and communication skills.





ARBITRATION COMMITTEE CONSULTANCY

Adding value through an active perspective

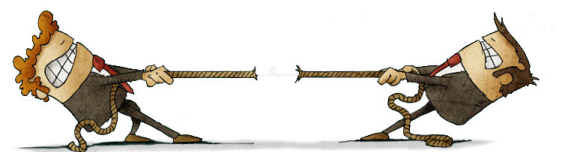
Arbitration committee consultancy

In many smaller companies, management and employees are so close that joint decisions can be made and all interests can be considered in a balanced way.

Everyone pulls together.

Sometimes, however, employees choose to be represented by a committee to ensure that they are properly represented. Sometimes, the works council also makes demands that pose enormous financial and operational challenges for the company.

If no solutions are ultimately found and the opposing sides cannot reach an agreement, a conciliation committee sometimes seems to be the last resort.





ARBITRATION COMMITTEE CONSULTANCY

Adding value through an active perspective

Arbitration committee consultancy

Every provision in which outsiders are involved – such as in a conciliation committee – must nevertheless be sustainable. This applies to pure practicability as well as to affordability.

If the provisions of the Works Constitution Act threaten to suppress constructive cooperation, good advice can get expensive. It is especially important to be able to rely on competent, empathetic and solution-oriented consultants in such cases.

