



Project examples

Strategic support and consulting of HR

The HR department of a medium-sized company wants to realign and modernize its service range for their internal customers.

- **Step 1) Customer Interviews:** HR acts as service provider. Accordingly we conduct individual interviews with the organisation's executive staff.
- **Step 2) HR Interviews:** We asked each HR employee to describe the current situation. The answers helped us in order to create a concept and to get to know the target group.
- **Step 3) Workshop:** Based on the interview outcomes, we finalized the concept with the HR manager. We developed a 2-day workshop with the following redline in mind: modern HR management – drawing first conclusions –phrasing own expectations concerning HR services – defining strategic directions – ensuring knowledge transfer.
- **Step 4) Implementation support:** Based on the transfer measures agreed upon the projects are running and the project tracking takes place in periodic team meetings. Every year there will be a 2-day meeting to work on further improvements.
- **Customer:** BJB GmbH & Co. KG

Team setup

Within a corporate reorganization, several departments had to adapt to the new situation and structure.

- **Our mandate:**

We supported a specific group within the department in terms of team-setup and cooperation inside the newly formed group. Furthermore we helped to shine a light on the role of the new department within the whole structure.

- **Execution:**

After several interviews with our contact person we decided to first clarify the framework for the whole department by means of a workshop. The next step was to dive deeper into the microstructure of the new department.

- **Customer:**

Phoenix Contact GmbH & Co. KG

HR inventory

Sometimes it is refreshing to clean up and take a look at your stock. Over the years of successful HR operations there are lots of presentations, paper work and process descriptions piled up in the department. Our mandate was to support the head of personal development in structuring and prioritizing the current HR development landscape to get prepared for the future.

- **Our approach:** Defining core themes and main objectives of the inventory, inspection of processes and documents in order to critically bring them into question, Benchmarking with other HR departments and deriving recommendations for action.
- **Result:** A 40-pages report and a presentation of results that we discussed together with several company-representatives.
- **Added value for our client:**
 - low personnel and financial expenditure
 - finding the own position compared with other companies in the sector
 - support concerning prioritizing of tasks and the current workload and future investment decisions regarding HR projects
- **Customer:** Alfred Kärcher GmbH & Co. KG

Strategic Talent management

- **Conceptualization and Support of a Talent Management Program**

„We want to support our talents!“ is what our contact person told us. He wanted to improve and renew a program for their internal talents. The main goal was to enhance commitment and development for selected employees within a 2-year-program.

- **Our mandate:**

Conceptual support and consulting of the program manager (how to launch the initiative, how to communicate...?) Furthermore the preparation and execution of workshops concerning overarching topics like „personal growth and learning“ as well as the project kick-off.

- **Customer:**

Stryker GmbH & Co. KG

Talent development program

The main objective was to choose and individually support the company's internal talents.

- **Our mandate:**

Arrangement and execution of the selection phase, program monitoring in terms of milestone workshops, coaching services and the preparation and execution of the closing event.

Selection Phase: Reframing of the „classic“ Assessment Center approach: From observing competencies to concentrating on indicators for upside potential like self-reflection and motivation to create something and usage of Individual interviews instead of role-plays.

Program Monitoring: moderation of the kick-off event, individual coachings for each participant, milestone-workshops concerning learning, values, influence etc., use of and discussion about the results of potential diagnostics and profession-related personality descriptions

- **Customer:** IB.SH



WERTEFABRIK

Lise-Meitner-Straße 5-9
42119 Wuppertal
info@wertefabrik.de
www.wertefabrik.de