



Services



Our Values



Vision

To be the most enthusiastic and motivated consulting firm of transformation, growth, and positive change in people and organizational media.

Values

- Passion for a well done job.
- All for one... and one for all.
- Understand that the map is not the “walk”.
- Tuning fully with our clients.
- Resolution on the “moments of truth”.
- Doing the right thing... not what’s “convenient”.



About us



Company Profile

- Market and Human Knowledge.
- Development priorities.
- Working closely in implementing the **Strategic Approach to HR**.
- Training and technology integration in our consulting process.

Consultants Profile

- We are a team of consultants with complementary talents and a multicultural approach.
- Passionate transformers about people and their organizations.
- Able to respond to the challenges and changes that our customers demand.



PORTFOLIO





Strategic Human Capital Consulting



We help our customers align and synchronize the organization, guiding them by managing and strengthening their Business Plan through Improvement, Transformation and Strategy initiatives.

- Redesign and implementation of processes by **business** area, incorporating the best practices and ensuring everyday work with the strategy.
- Definition of the platforms, tools and **organizational relationships** which structurally control management.
- Creation and implementation of **competitive advantage** – underpinned with the **global vision of the business** – that transforms strategy into action.
- Decision making which enables a smoother change and friendlier adaptation processes to the environment.



Benefits



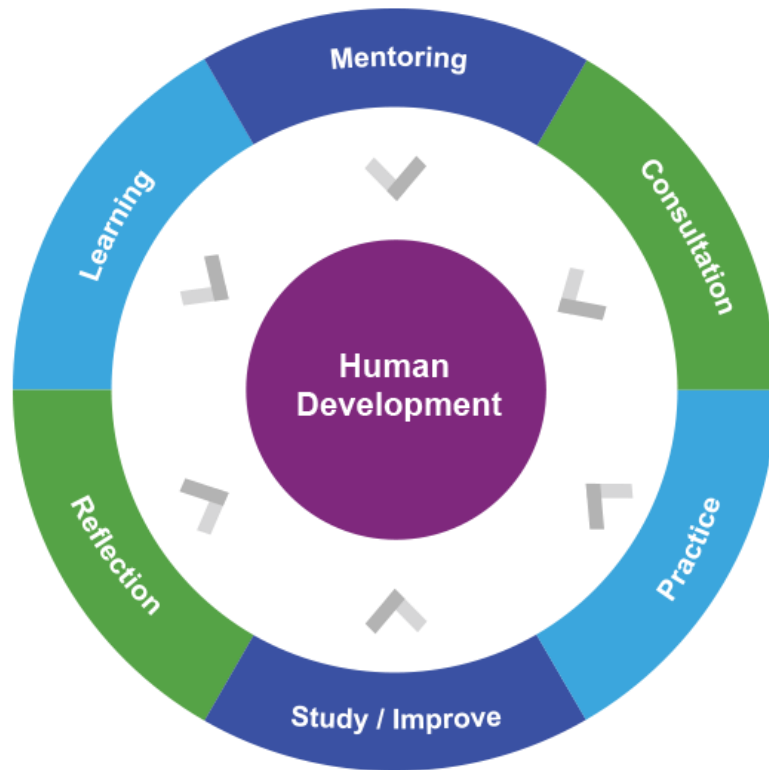
We manage projects in **Organization and Compensation** to attract, retain and develop human talent to higher levels of performance.



- **External competitiveness.** Process determining the wage of the company in relation to a relevant market, analyzing the trend of clearing blocks and compare similar positions.
- **Variable Compensation.** The firm plans, designs and implements variable payment systems in different organizational levels and/or industry segments.
- **Compensation and Performance Management.** Design and/or adequacy of HR policies and practices, compensation management and performance in your business.



Human Development

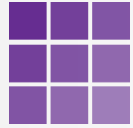


Understanding that the human being is in constant change, we generate innovative proposals that encourage personal development potential for success of the organization.

- Establish an environment of continuous learning that impact on personal and organizational improvement.
- Critically evaluate information that will be useful for the development of workers in their professional practice.
- Enhancing the effectiveness of personnel within the organization.



9th Block Competences and Results



We offer a process for the Administration and Talent Management which allows our customers to obtain in an objective and systematic way the critical factors to link the requirements and personnel characteristics with Business results.

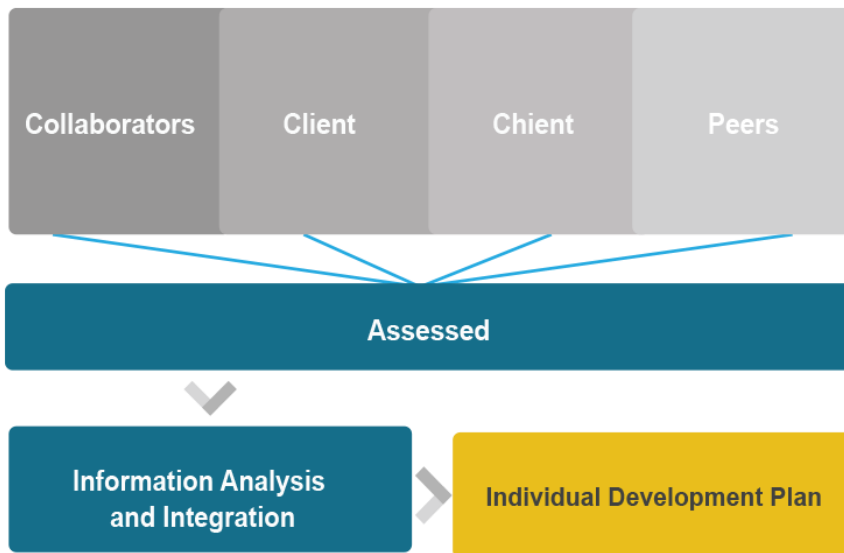
- Identify high-performing personnel (Key personnel).
- Diagnose development needs and facilitate the coaching process.
- Provide credibility in the **promotion** process.
- Ensure differentiation in **compensation**.
- Promote certain **competences**, **organizational traits** and **attitudes**.



360° Multiperceptual



To identify the personnel performance, an accurate and objective tool is used to assess the outcome through the perceptions of competence or organizational behavior.



- Measure the **competencies** of your **human resources** in the company, identifying areas of greatest strength and opportunity areas of the staff (behaviors).
- Link them with **performance** evaluation and programs.
- Design **development** programs.
- Know the true impact of the strategies and actions implemented in the past, beyond what is known.



Organizational Sensing



It is a positive, structured and planned intervention that allows us to identify, organize and evaluate the findings and thoughts that the team has in its characteristics as a company



- Manage the **findings** and **reduce** the gap between the current and the desired situation.
- Effectively measure expectations as well as the Company's key **organizational motivations**.
- **Identify, strengthen** and **reorient** the variables that govern the culture and environment in the company.
- Understand the **real impact** of the strategies and actions implemented in the past more than what is perceptible.



Organizational Assessment and Equality



We offer consulting processes that allow us to evaluate the status and maturity of various organizational issues, developing and/or complementing strategies that balance, support and evolve the human Capital (HC) Plan of the Company.

- Lineup of the **structure** and core processes of Human Capital with **General Business Strategy**.
- HC Evaluation processes directly linked to profitability and positioning of the business:
 - Redesign and Organizational Balance.
 - Organizational Letter.
 - HC Platforms and Services.
 - Variable Compensations (Commercial area).
 - Functional Valuation.
- Definition of significant goals, which will encourage people to persevere in their efforts.



Linking and Talent Management



Our model strengthens growth strategies and organizational continuity of your company by ensuring the integration and management of the talent with experience and key skills appropriate to its culture.

- We seek the highest affinity and knowledge of the company (organizational context, culture and business profile) and the head of the vacancy (profile, preferred management style, roles).
- We manage a search and pre-selection process based on core **competences, attitudes and knowledge**.
- We establish processes of interviews and **psychometric** assessments designed and implemented according to the profile of the position.
- We offer support services in the integration and administration of the finalist candidate:
 - Labor Management and Outsourcing
 - Individual Development Plan



ESTUDIOS NICH0





Estudio de Pilotos



- With more than 10,000 employees nationwide and the second largest fleet of private jets executive in the world, the executive air transportation industry is a constantly growing and significant challenges for companies.
- Compensation schemes and practices of human capital have become key to the air transportation industry executive, seeking to attract, retain and motivate staff to the company valuable topics. The study will provide timely and relevant information on industry trends that undoubtedly will be useful in making strategic decisions in the area.



Monterrey 100



- Identify the major work efforts that have had to make companies to manage operational staff, to the Labor Reform.
- Determine competitiveness in salaries and benefits of operating personnel to present your company regarding a team of companies representative of Monterrey metropolitan area market.



Strategic Partners



A NAVISTAR COMPANY



ALWAYS THE PERFECT TOMATO™

