

PNP Manager's mission

As Management consultants our mission is to increase your performance and reduce organisational risks.

PNP Manager's multi-talented team will deal with your company's organisational challenges by proposing the most appropriate intervention methods for your business sector whilst also allowing for the company's size.

The recommendations and responses to any given issue will aim to be pragmatic. They may be aimed either specifically at the management team, or the organisation and its operational processes as a whole.

Recruitment and Selection

If you are planning to use a specialised recruitment agency to employ new members of staff, PNP Manager proposes tailor-made recruitment solutions designed to meet your needs: allowing for your business sector, company development phase and your specific requirements.

We feel that the recruitment of a new staff member should provide a solution to a clearly defined issue, which will have been thoroughly analysed by the company in advance. It is therefore part of a change process and should be dealt with as such:

- An analysis phase during which your company's specific aspects are identified and the role/profile of the ideal candidate is defined
- A recruitment method adapted to suit the desired profiles degree of complexity and the necessary confidentiality level: direct approach, approach via databases or socio-professional networks, the activation of alumni associations, or advertisement
- A rigorous selection procedure (including the assessment of selected candidates and consultation of references), which will result in a clear recommendation guaranteeing the selected candidate's successful integration
- A personalised follow-up of the selected candidate

Specialised services

BUSINESS DYNAMICS

Your future ways of doing business will be very different. Define the ideal structure for your organisation to suit your strategy and consider your business in a dynamic way.

PNP Manager's "Business Dynamics" programme allows you to professionally confront strategic transition by allowing for your company's current development phase:

- Company creation phase: identification of the founding team's strengths and weaknesses, development of the competencies that contribute to success
- Rapid growth phase: support for the implementation of the company structure and development of the most appropriate competencies for this phase
- Strategic diversification phase: evaluation of the necessary outlay, implementation of an action and support plan
- Mergers and acquisitions: a "due diligence" procedure focused on the quality of human resources
- Anticipate transitions through dysfunction or "critical knowledge" audits

EXECUTIVE SERVICES

Your organisation deserves to have the best possible management team. By developing your Executive Committee and Top Management you will directly optimise your results.

PNP Manager's "Executive Services" provide support for your management team. We propose support programmes specifically designed and adapted to your company's current development phase.

- Strategic thinking: PNP Manager helps you to identify your positioning on the market and formulate a coherent strategy
- Express the potential of your management team: PNP Manager plays a catalysing role, accelerating results by helping you to implement the necessary prerequisites for effective collaboration
- Strengthen the management team through internal resources: identification of potential candidates, evaluation, recommendation and monitoring of their integration into their new position
- Strengthen the management team through external resources: Executive Search services to target rare talents with precision and contact them discreetly, guaranteeing their successful integration

LEADERSHIP DEVELOPMENT

Identify the leadership competencies most suited to your organisation and its future success. Develop your staff's leadership potential to meet your performance criteria.

"Leadership Development" is an essential building block for a company's growth. Genuine leaders unite and inspire their teams around a project, orienting the collective effort towards the achievement of ambitious objectives. PNP Manager provides a concrete answer to the key "Leadership Development" themes.

- A global diagnosis of the company's leadership potential which provides a comparison with that of your competitors, and an evaluation of the relation between your company strategy and its ability to implement it
- Develop a leadership team that will transfer your company's vision and strategy onto its team members
- Use appropriate effective methods to identify and develop leaders

TALENT MANAGEMENT

Design and implement a policy that will sustainably attract, develop and motivate talent.

Using a "Management by Talents" concept, PNP Manager confronts all of the processes that will contribute to the company's sustainability in terms of the competencies of its teams: from identifying the necessary competencies for a specific role to implementing an integrated competency management system. PNP Manager uses specific approaches depending on the type of organisation.

- Attract new talents by applying the recruitment method most suited to your needs combined with a thorough and effective selection process
- Develop individual competencies through coaching techniques or mentorships
- Competency management on a company level; from initiating a competency identification process to implementing integrated competency management tools inside the organisation

Added value

- A pertinent approach based on an excellent understanding of our clients and the challenges they face
- Independently conducted analyses resulting in pragmatic recommendations
- Multi-lingual competencies - French, Dutch, English and German – as well as experience in international and multi-cultural working environments
- When necessary, PNP Manager uses validated tools administered under the responsibility of one of our own psychologists
- PNP Manager is committed to proposing the most appropriate methods. Our consultants keep abreast with the latest technology and follow continuous learning programmes.

Values

SUPPORT
COMMITMENT
SERVICE PROACTIVITY
RESPECT INTEGRITY
PROFESSIONNALISM
PERSEVERANCE RIGOUR
SINCERITY EQUALITY
ACTION RESULTS



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