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## TALENT MANAGEMENT

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

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PNP Manager considers all of the human resources processes, which contribute to your company's sustainability: from evaluating the required competencies for a specific role to setting up an integrated competency management system.

- Manage competencies on a company-wide level
- Develop individual competencies
- Attract new talent

## Manage competencies on a company-wide level

When developing and structuring human resource tools the company management will find itself considering these questions:

- What key competencies will all of my co-workers require to apply company values and ensure success?
- How can I assess the performance of my co-workers?
- How can I set up a stable methodology, which will also be integrated into the competency management system?

### We provide answers by:

- Identifying the transversal competencies that your company needs
- Providing competency management training programmes
- Organising Assessment Centres
- Providing the company with competency management tools
- Establishing an overall competency management system

## Develop individual competencies

Competency development will contribute to a co-worker's professional growth and provide a continuous response to the company's current and future needs. This raises a number of specific questions:

- What criteria should be used to identify future talent?
- How can these talents be identified and incorporated into the organisation?
- How can I evaluate and fill the gap between the co-worker's required competencies and those he already possesses?
- How can I accelerate my co-workers' learning curves?

### We provide you with individually tailored tools:

- Organisation of Development Centres
- Individual coaching
- Support from specialised sales and marketing experts

## Attract new talent

The company's dynamic may require the strengthening of certain key competencies, such as specific technical knowledge or new leadership competencies.

Before starting a recruitment procedure, human resource management questions need to be raised:

- What will be the new position's role, how will it develop in terms of my business dynamics and my organisation?
- Are there any potential candidates already within the company?
- How do I identify competent and motivated candidates?
- How can I validate my selection, how can I confirm my final choice?

**Attracting talents is not to be taken lightly. PNP Manager has recognized expertise in the various key stages of recruitment and selection processes:**

- Analysis of recruitment needs reflecting your company's specific development context
  - In-depth analysis of the positions to be filled
  - Implementation of a recruitment strategy
  - Candidate identification, selection, evaluation, reference-checking and recommendation
  - Follow-up, to ensure the new recruits' successful integration
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PNP Manager's mission: to increase its clients' performance and reduce organisational risks through individually tailored solutions.

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### 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.

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### EXECUTIVE SERVICES

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

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### 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.



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