

OW AND DEVELOP

COLLABORATE

EMPOWER

SUPPORT

ENGAGE

**SEIZE THE CHANGE
AND TURN IT INTO
YOUR ADVANTAGE**

VALIDATION IN THE BUSINESS WORLD



hidden SUPERPOWERS for both employees
companies

roduction into three main people-related business challenges

y Validation?

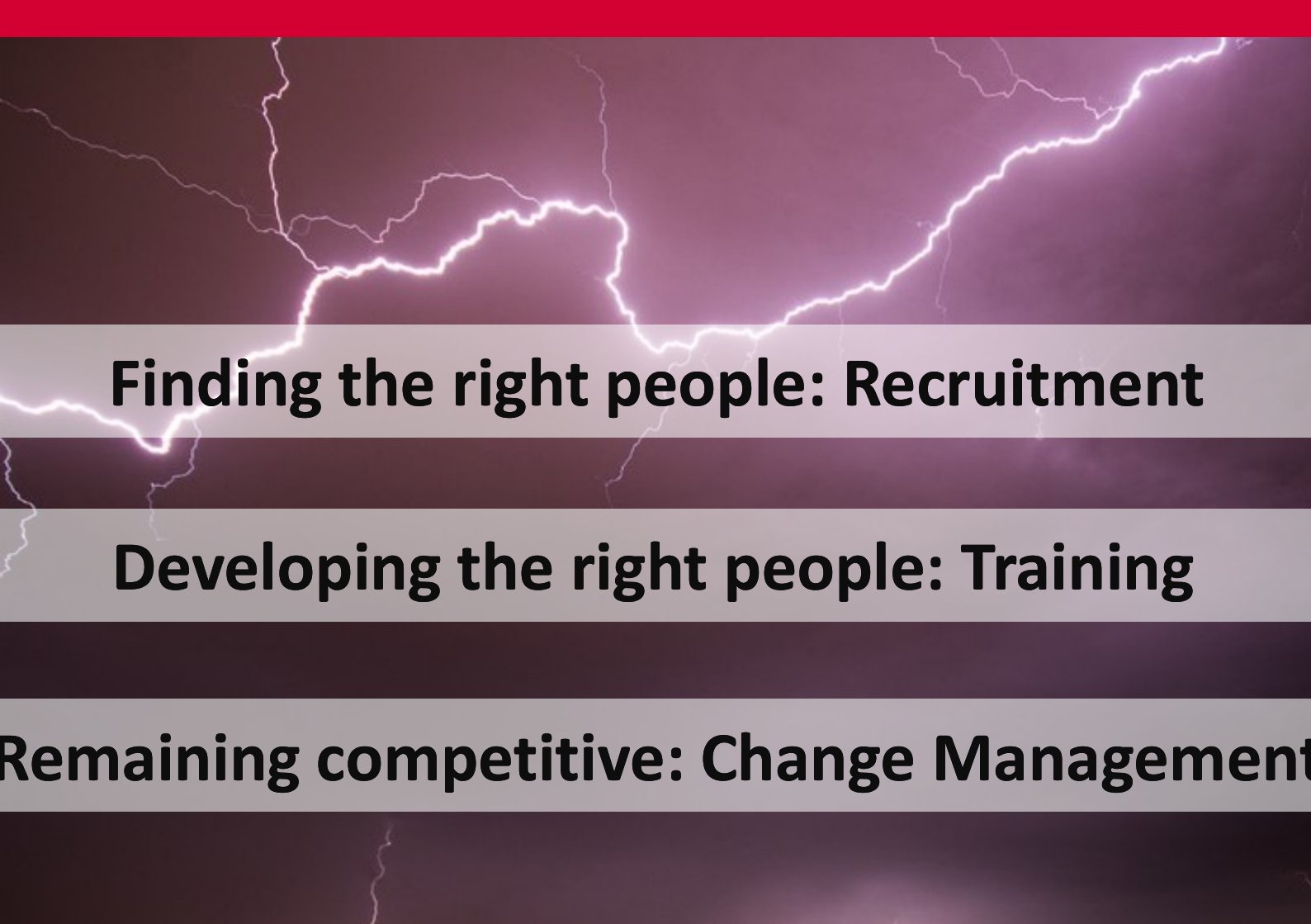
The hidden potential in business context

Good practice example

idation in the consulting process

A





Finding the right people: Recruitment

Developing the right people: Training

Remaining competitive: Change Management



VALIDATION-THE HIDDEN SUPERPOWER



ining Follow
Ups

Performance
Management &
Promotion

Career
Consulting

ROI and VO

VALIDATION

rt from the
management

Outplacement

Recruitment



Disadvantaged
youngsters



Motivation



Confidence



Improved
self-awareness
and self-reflection



Better
performance
during interviews



EMPOWERMENT





- **Informational Campaign with the employees**

- **Preliminary Diagnostic**

- Available Competence Frameworks and optimisation needs

- **Training of the HR Experts**

- For structured observation of behaviours (before/after)

- **Training the employees for self and peer assessment**

- **Using validation in the organisational processes**
training follow-ups, performance management discussions, promotion, career consulting, outplacement etc.

A close-up photograph of a person's hands being painted with vibrant, multi-colored paint. The paint is applied in thick, expressive strokes, covering the fingers and palms. The person is wearing a light blue button-down shirt, which is visible in the background. The overall scene suggests a creative or artistic activity, possibly a self-expression exercise or a performance.

Knowing yourself is the beginning of all wisdom

Do not hesitate to contact me!

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