



OPTIMIS CONSULTING

We provide state of the art services and tools to diagnose, develop and implement your critical organisational practices such as HR strategy, employee engagement, management processes and frameworks in order to support you building the organisation and Human Resources capabilities required to execute your strategy. Your Human Capital Success!



Human Capital Success

**PEOPLE, STRATEGY
PROCESSES, STRUCTURES
SYSTEMS**



Optimis HCM Sàrl

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Expertise and Results

Our expertise and knowledge covers the world's major industries and the most crucial human capital management issues. Our broad range of expertise and lean approach to finding solutions have led us to develop innovative concepts that become best-practices for our clients. Our objective is to partner with them in order to solve their key challenges related to the impact of people, processes and systems on the success of the organisation.

Organisation & Strategy

Defining and deploying your HR strategy in alignment with your organisational strategy and priorities, and with full integration of your values, processes and systems.

Employee Engagement

Bringing employee engagement initiatives to a new level, where managers and employees work together to engage for improvement and growth.

Talent Management

Creating a solid management practice for growing the talent base within your organisation processes.

Strategic Workforce Planning

Developing, planning and implementing a strategic approach that carefully evaluates your current strategic workforce needs and gaps, extending to an assessment of what skills and capabilities are required to support your future plans.

Functional Excellence

Developing and implementing functional excellence starts with a thorough assessment of the function. Only then can the right strategies, structures and processes be developed and implemented to deliver the results you require.

Performance & Reward

Reviewing your performance management processes and integrating these into a broader framework that includes learning, career development and reward.

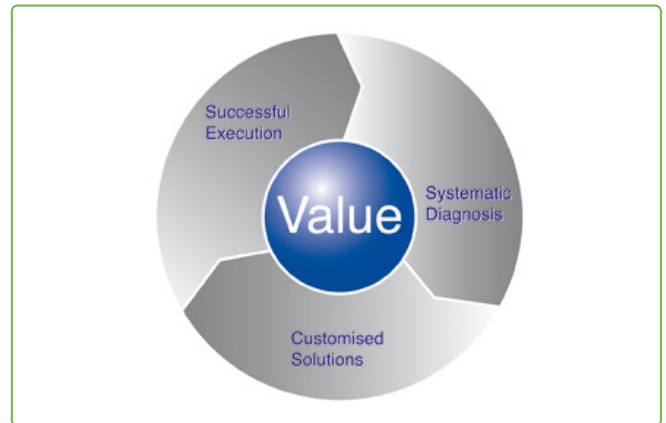
Capabilities & Competencies

Reviewing and streamlining your competency framework as foundation of your HR initiatives, including your organisational capabilities.

HR & Workforce Metrics

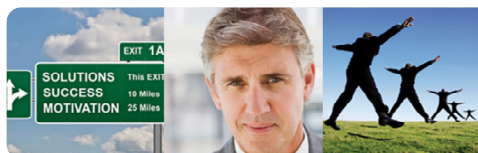
Designing, developing and distributing the right workforce related metrics that support talent development and management decisions.

And other Human Capital Management activities related to the challenges you may face.



Organisational audits, custom solution design, implementation and change management...

We support you throughout the process of analysing, defining and building your future success!



Capabilities

Leading organisations know that exceptional business performance is driven by superior talent. People are the difference! Talent management is the strategy and the activities that drive and support people to perform and be successful.

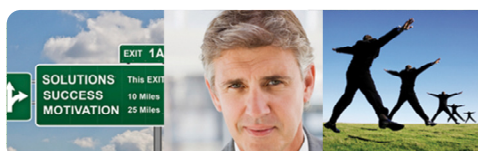
Today, many organisations are struggling with silos of HR related processes and technologies. The future of Human Capital Management is embodied in solutions designed from the ground up to provide mission-centric functionality across an aligned talent management framework.

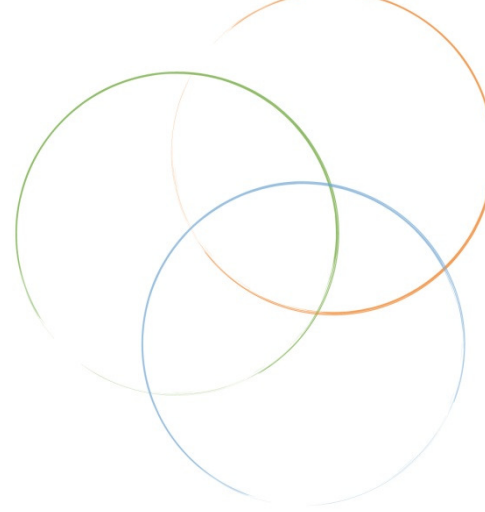


ALIGNEMENT of Human Capital strategies and processes with the organisation strategic objectives and strong focus on SUCCESSFUL IMPLEMENTATION...

Our philosophy centers on the crucial role people play in contributing to organisation's success. Optimis' people are incredible assets, just as they are in your organisation.

Optimis professionals bring extensive private and/or public sector experience, HR functional knowledge, industry best practices, change management capabilities, project management discipline and international experience from various environments.





How will you take it to the next level?



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