



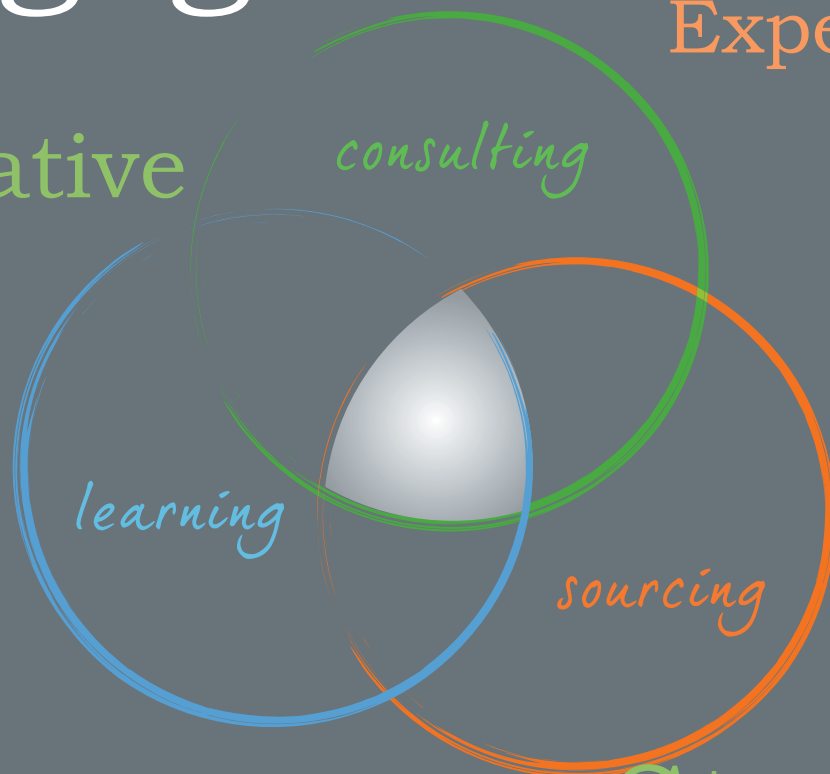
“How will you take it to the next level...?”



Engaged Long-Term

Experienced

Innovative



Strategic Partnership Flexible

You are our first priority and we want you to succeed!

Our aim is to partner with you to develop and implement innovative and high quality solutions. We integrate organisation development consulting, experiential learning and talent sourcing to provide you with a comprehensive set of solutions that fit the needs of your organisation.

We bring experience, flexibility and enthusiasm to each one of our mandates to achieve your objectives. With a strategic and long-term perspective, we are highly engaged to help you build your successful future.

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...



Consulting

building your future

Your future Organisation !

Customised learning programmes designed to meet your organisation's needs and to build your management and leadership capabilities



Learning

building your future

Your future Capabilities !

Innovative sourcing approaches to identify, assess and select the best talents and leaders, inside and outside your organisation...



Sourcing

building your future

Your future Talents !



Build your Organisation

Organisation & HR 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.

Functional excellence

Developing and implementing functional excellence through focused service delivery models, centres of expertise, outsourcing strategies and new organisational structures and processes.

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 a foundation of your HR initiatives, including your organisational capabilities.

Career & Talents

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

“Future business performance will not result from traditional capital management any longer...but from human capital management”

Professor Sumatra Goshal

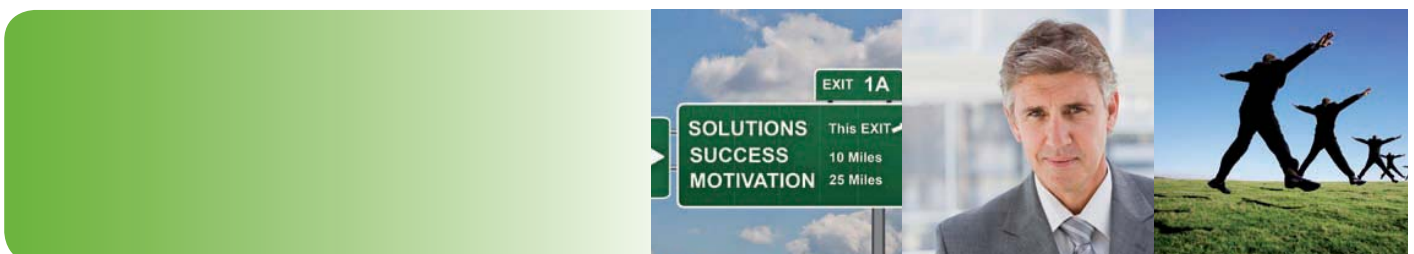
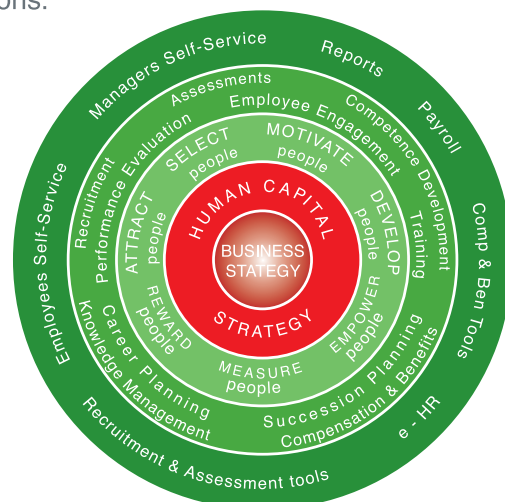
Accelerate the development of your organisation!

How does your **Performance Management** solution suit your organisational needs? How do you **engage** your workforce? How do you communicate a **HR strategy** that everyone embraces? How can you align and integrate your HR processes? How can you develop a **Competency** approach that suits the needs of your people?....We can help you find the answers to these questions!

Optimis is there to help you lift your HR management practices to a new level.

We use a rigorous methodology for diagnosing your current practices using state of the art survey and root-cause analysis techniques. We then provide recommendations and develop with you a set of **solutions** that can be implemented. We are fully committed to support you throughout the implementation process, making sure your management and workforce successfully embrace the change.

Optimis solutions include the required strategy, functional organisation structure, processes, systems and necessary tools. We base our proposed solutions on our past experiences and solid benchmarks - not just theoretical concepts. We do not offer standard formulas but rather join with you to find solutions that fit your company culture, your circumstances and your requirements. We work with you in true partnership - investigating and advising - always striving to provide innovative, professional and personalised solutions.



Develop your

Capabilities



Custom learning programmes

Defining and customising programmes to meet your needs and learning objectives based on learning best practices. Our programmes are fully integrated with your processes to provide sustainable value.

Experiential learning journey

Designing programmes to provide relevant content and a continuous cycle of participant reflection and application. Learning is not a theoretical exercise – it is an experience that adds demonstrated value.

Master facilitators

Creating an exceptional and engaging learning environment for your programmes. We draw from our network of senior business professionals and top academic faculty, all of whom have proven track records in facilitating executive development.

Integration with organisational priorities

Ensuring the effectiveness of your learning programmes by linking it to your priorities and processes. We believe that individual learning and capability development of your people are a main driver of your organisational development.



“I hear, and I forget. I see, and I remember. I do, and I understand.”

Chinese proverb

Unleash your learning potential!

The growth and success of any organisation depend on the skills, capabilities and learning agility of its people. In a learning organisation, results are driven by the continuous contribution of staff at all levels in support of the organisation's goals.

Optimis partners with you to build your learning organisation.

Optimis delivers enterprise-wide learning solutions for your leadership and management teams. We use experiential applied learning techniques and master facilitators to draw out the potential of individuals, groups and entire organisations. We assist in the design of custom programs that are linked to your priorities and the specific capabilities required to achieve your goals.

We help you create an environment where engagement, performance and learning is fully integrated into the day-to-day activities in which everyone has a stake.

It is our conviction that leaders are made, not born, and that they can adapt and change. Strong interpersonal skills, grounded in personal reflection and self-awareness are keys to effective leadership. Our experience shows that leadership opportunities exist at all levels. Managers may often be required to lead and leaders are often required to manage.



Discover your Talents



Identify

Supporting you in identifying the future talents within your organisation by incorporating talent identification methods for your internal career processes and through headhunting services.

Assess

Assessing the required competencies of your candidates using modern and proven assessment techniques in our assessment centers to confirm their suitability for career and development purposes.

Select

Recommending and selecting the best people who correspond to your needs and cultural requirements, based on the results of our thorough assessment on both technical capability and “organisational fit.»





Sourcing

building your future

«All truths are easy to understand once they are discovered; the point is to discover them.»

Galileo

Focus on the best people!

The labour market has changed considerably in the last several decades. It has become increasingly difficult to find qualified employees that meet today's challenging requirements. Previously, a wide range of candidates were available and word-of-mouth was often enough to meet demand. Today, competition to acquire talents is intensifying in all market sectors. Therefore, the ability to attract, develop and retain people is becoming the most enduring source of competitive advantage.

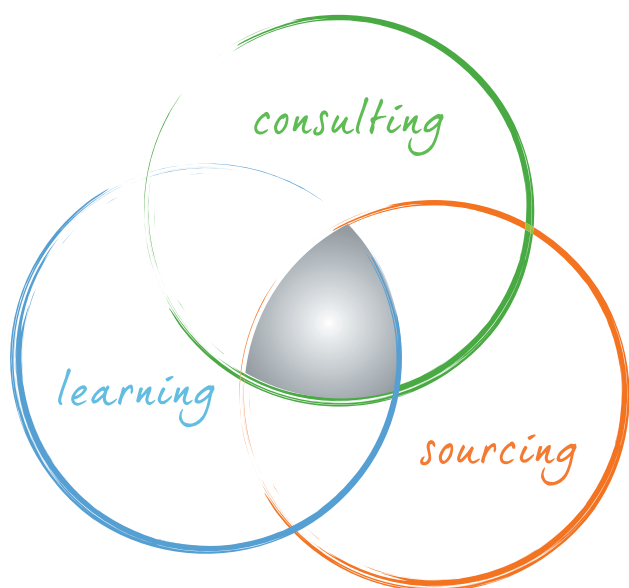
At OPTIMIS Sourcing, we concentrate on helping you achieve this advantage through the identification, assessment and selection of your future talents, from **inside and outside** of your organisation.

We focus on the people dynamics of organisations and their leadership requirements at all levels. Whereas technical and management skills are important, we also concentrate on assessing and selecting the **right personalities, attitudes and behaviors** that are required to match your culture in order to secure mutual long-term commitment and success.

Talent selection has a high impact on your organisation.

We succeed in our sourcing interventions through robust assessment centre practices, techniques and tools. Optimis is committed to the highest standards of confidentiality in the sourcing process and is focused on finding the right candidates for your organisation.





How does Optimis add value

Clients tell us the following attributes differentiate us from others:

- Strategic approach:** We integrate our work with the broader organisational framework
- True partnership:** We work with internal teams to provide the additional capabilities required
- Full engagement:** we bring high energy, enthusiasm and passion to everything we do
- Proven experience:** We have developed and expanded a global base of highly skilled consultants
- Extensive flexibility:** We adapt ourselves to our clients priorities, needs, context and culture
- Customised solutions:** We build upon existing practices to provide tailored solutions
- Long-term perspective:** We look for durable, long-term solutions
- Innovative thinking:** We develop our solutions with innovation and creativity

Our Network of professionals

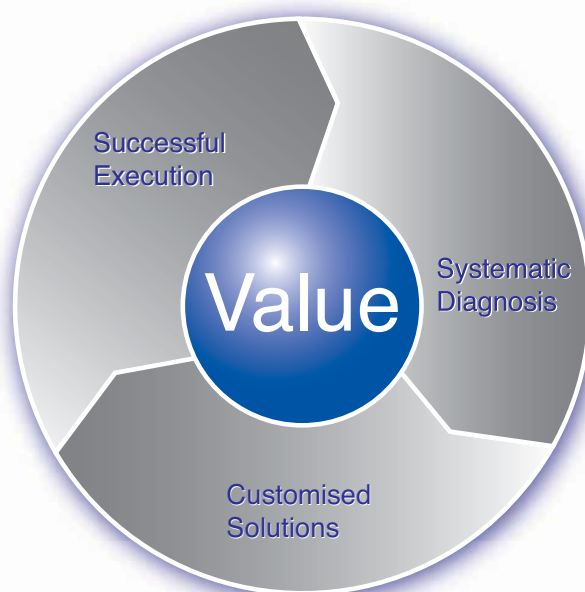
We have an extensive global network of talented consultants and facilitators. They combine years of consultancy and facilitation with practical management experience in company roles similar to the people with whom they work.

Our reliable process

We secure quality and impact through our client engagement process. Each step of this process includes proven tools, content, measures and client input.

Strategic Partners

Optimis has established a selected group of strategic relationships to support and augment its core consulting, learning and sourcing solutions. We select only those partners who meet strict criteria for quality and innovation.





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“...give us a call!”



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