

# CHANGE IS A CHANCE



**C H A N G E**



**C**



**People at the center  
from Placement  
to Outplacement**



**Placement  
Manage & Develop  
Outplacement**

**Our team of experts, consultants and professional coaches helps companies that put people at the center, supporting them from selection to relocation.**

## **OUR VISION**

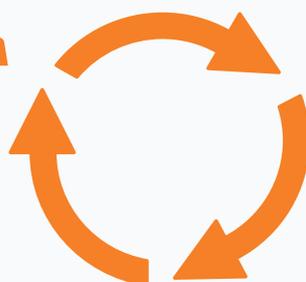
**We support people and companies through the process of change, creating relationships of trust, offering top quality services.**



**People at the center  
from Placement  
to Outplacement**

**Assessment &  
Management Search**

**Business Coaching  
Trainings & Team Building**



**Supporting  
Professional Relocation  
(Outplacement)**

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## OUR MISSION

Being **Leaders in HR services** by focusing on  
**Outplacement and Business Coaching**

## OUR PROMISE

We support companies with **passion and professionalism**, offering **tailor-made services** to  
achieve **tangible results**

## OUR TEAM



**Franco Faoro**  
Partner



**Simone Riccò**  
HR Consultant & Coach



**Stefania Valletta**  
Partner



**Antonella Finazzi**  
HR Consultant &  
Coach



**Erica Giusti**  
HR Consultant



**Romilda Scaldaferrì**  
HR Consultant &  
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**Eleonora Mingozzi**  
HR Consultant &  
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**Emanuela Giannese**  
HR Consultant



**Gabriele Sannino**  
HR Consultant



**Serena Alessi**  
HR Consultant & Coach



**Angelo Trubia**  
HR Consultant



**Marco Tagliabue**  
HR Consultant



**Sandro Ratti**  
HR Consultant



**Maurizio Gallenda**  
HR Consultant



**Maurizio Poltronieri**  
HR Consultant

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## SUPPORTING PROFESSIONAL RELOCATION (OUTPLACEMENT)

**Outplacement** is a service that supports the companies in the **phase of severance** from one, or more than one, **employee**, and the service also consists in **assisting people in their search for a new occupation**.

It is an instrument based on a **specific method** that **attends individuals in their career transition, until the professional reintegration**, assisting them both in a psychological way as well as in practical labor matters.

### INDIVIDUAL OUTPLACEMENT: EXECUTIVES - MIDDLE MANAGERS & HIGH LEVEL EMPLOYEES

The Individual Outplacement is dedicated to companies that intend to organise **consensual severance of an employee**.

The service aims to support the outplacement of **employees** on a **high level, middle manager and executives**.

The employee that starts an individual outplacement project gets **personal assistance from a consultant** so as to develop, in the most suitable way, a **proper project that fits career**.

The candidate is provided with a **method of active search of an occupation**, a support in the outlining of a **self-marketing plan** and a **strategic and ongoing consultancy** during the period of active search.

### COLLECTIVE OUTPLACEMENT EMPLOYEES - WORKERS

This service is suitable for companies that find themselves to deal with a situation of company **reorganization**, with the need in their nearest future to **dismiss and/or replace a number of office employees and workers** in their organic.

After a first phase of **training** in groups, the candidates are given **support in their active search for occupation by consultants**, experts on the labor market, that coordinate and **follow up the outcome** of the project, developing an activity of **scouting** of suitable professions and opportunities.



**The average of success obtained**



**The average number of months to outplacement**



**Have been outplaced with a higher or equal salary**

## TESTIMONIAL

In SA Change I found **method, tools and human support** to undertake this path. The activities carried out allowed me to **better focus on my skills and my professional goals** for the future. [...] Sometimes it is **stressful** and in these moments the **experience and presence of the S&A Change consultants are of real help**. It was a **very positive experience** and I recommend it to everyone, even those who have the only desire to change their job.

# BUSINESS COACHING TRAININGS & TEAM BUILDING



## BUSINESS COACHING

**Business Coaching** is an intervention thought for **managers** that aims to **improve the performance** of the **individual** single collaborator or the **whole team** within the organisation, improving **leadership development**.

Coaching allows a **better management of changes** and facilitates the process of **talent retention and development**.

The coach stimulates the person to **think outside the box** - improving the detection of **new and efficient solutions** - with a follow-up during the realisation.

S&A CHANGE offers services of **Executive, Corporate and Team Coaching**.

## MANAGEMENT TRAINING COURSES

S&A CHANGE organises training courses for Managers with the aim of developing the individual potentialities and improving their performances.

Each training project is being projected and managed in a personal way and **focus** mainly on the following areas:

- **Coaching Techniques**
- **Leadership Development**
- **Team Management**

## OUR MAIN PARTNERS ON THE TERRITORY



The courses can be organised on site, or outdoors, to support the processes of team building.



# BUSINESS COACHING TRAININGS & TEAM BUILDING

## TEAM BUILDING

S&A Change organises **Team Building training activities** outside the organisational context especially designed for those who **work together** with the aim of **increasing the sense of belonging** and **improving team performance**.

An '**experiential**' activity is included within the program in order to show **how to work together** in the company.

The main objectives:

- **Increasing the knowledge** of the participants
- **Learning the skills** needed to **work effectively in a team**
- **Experiencing activities** with a **strong emotional impact**



## RAFTING



## TEAM BUILDING - DOLOMITI



## ORGANISATIONAL DEVELOPMENT

We support our clients in **analysing the management of human capital and organisation**, evaluating their **adequacy in relation to business objectives**, and then set up and implement **high-impact improvement** actions.

We support the company in **optimising contractual and legal aspects**, making **union agreements** and studying how to reduce or **make personnel costs variable**.

We are full-fledged **partners in the area of Human Resources management** and we provide **project-based** services or **HR Temporary Management services**.

# ASSESSMENT & MANAGEMENT SEARCH



## MANAGEMENT SEARCH

The **S&A CHANGE Management Search activity** concerns the search for the following managerial figures:

- **Top Management**
- **Middle Management**
- **Professionals**
- **Talent People**

The team of **professional consultants** strives to respond in the most appropriate ways to the needs of the various professional assignments, focusing on **four macro-activities**:

1. **In-depth mapping** of the **reference market**
2. **Research centred** on the **characteristics of the candidate**
3. **Selection** based on **professional knowledge consolidated over years** of experience
4. Possible **Assessment**



## ASSESSMENT

The **Assessment Center** is a methodology that **reduces errors in the process** of evaluating human resources through the synergistic use of **several techniques**:

- **Test**
- **Interviews**
- **Group Tests**
- **In-basket test**
- **Simulations**

The main goal of the service is to provide **a tool that helps the Human Resources** department to "**predict job success**" of candidates in the recruitment phase or to **evaluate their potential** to plan training interventions and define career paths.

***In our Assessments we involve two or more evaluators in order to guarantee a better objectivity of the Assessment***

Our services can be provided:

- Entirely in person**
- Entirely online**
- Hybrid** (partially in person and partially online)

We offer a **tailor-made service** based on the needs and preferences of the candidates and the companies

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**Change is the focus of our work** and we like to think that we are capable of **translating change into goals** and **objectives into opportunities** for our clients.

S&A CHANGE is made up of a **team of professionals with extensive experience in Human Resources** services. Our business is complemented by a **network of reliable Partners** who complete our offer, in order to be today a **Global Partner in HR services**.

**Professionalism and attention to the person** are part of our **paradigm** and our **results** speak for us.

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