

LEARN 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?

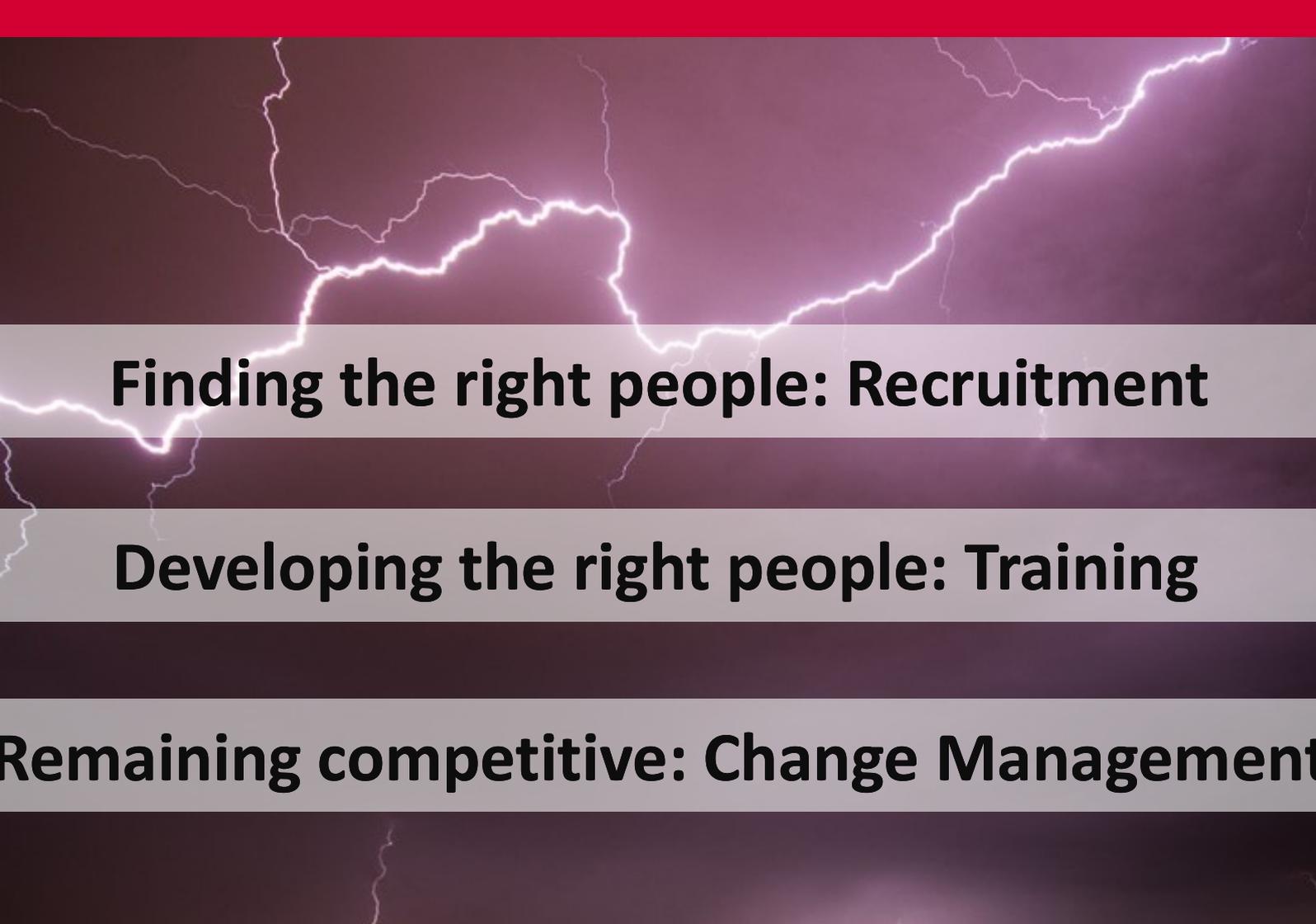
The hidden potential in business context

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

rt from the
anagement

VALIDATION

Recruitment

Outplacement



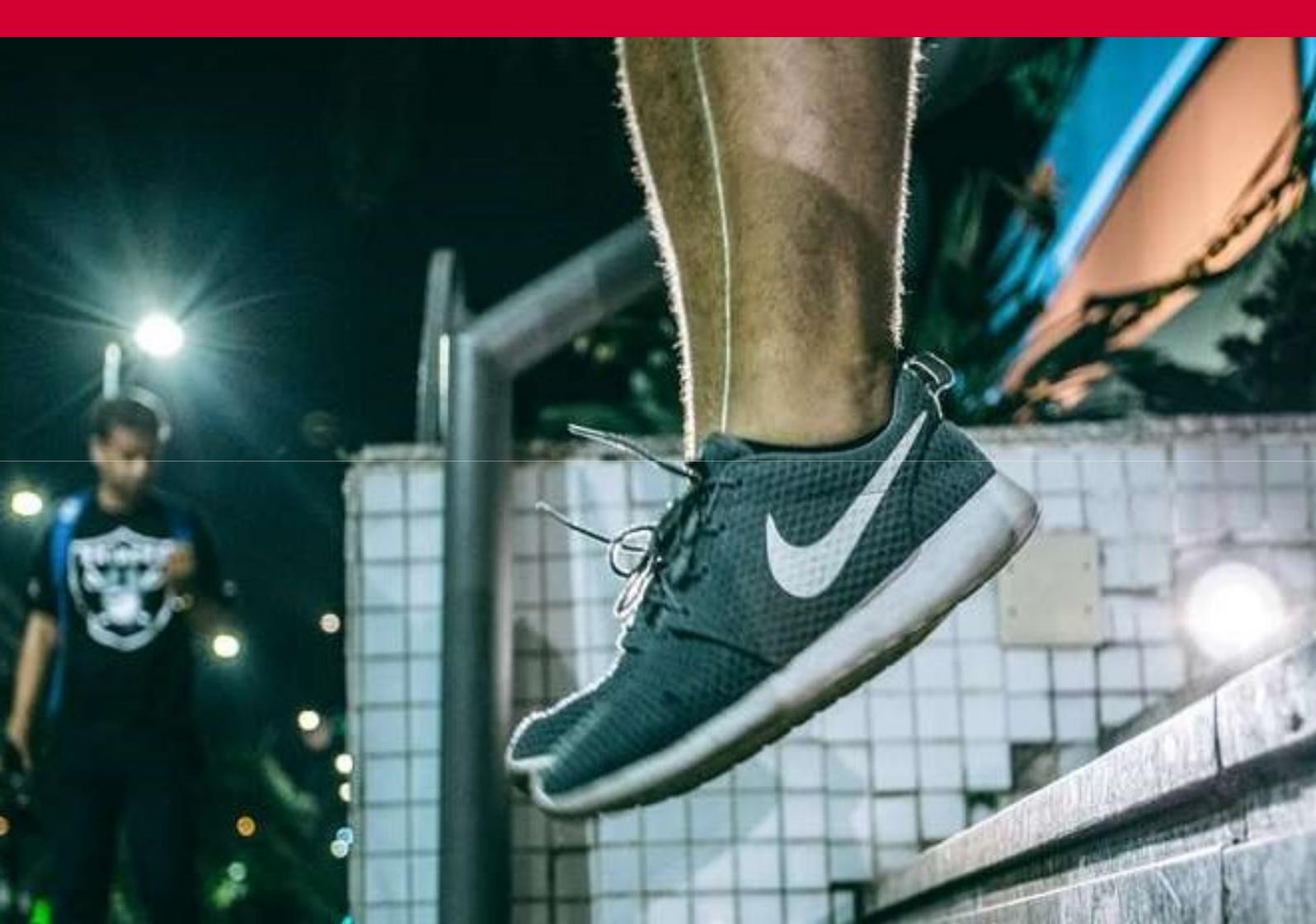
★ Motivation

★ 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 acrylic paint. The person is wearing a light blue button-down shirt. The paint is applied in thick, expressive strokes, covering the fingers and palms. A paintbrush with a wooden handle and a metal ferrule is visible, with paint on its bristles. The background is softly blurred, focusing attention on the colorful activity.

Knowing yourself is the beginning of all wisdom

Do not hesitate to contact me!

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