

Humanvalue
INTERNATIONAL
www.humanvalue.eu



Offices

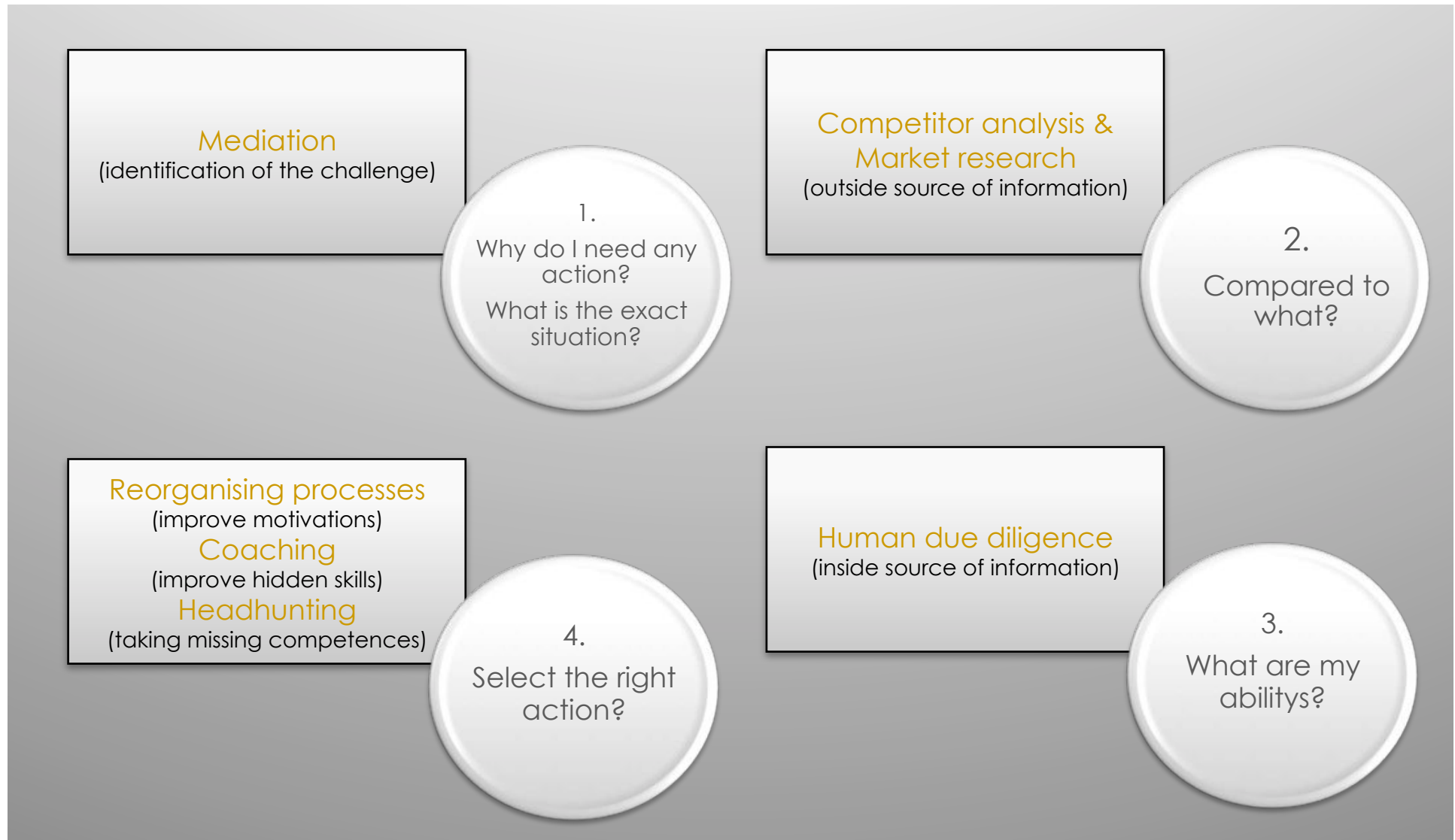
- Cyprus
- Bulgaria
- Hungary
- Romania
- Serbia

Service portfolio

- Human due diligence
- Copetition analysy
- Market research
- Headhunting
- Coaching

- Corporate Facts
- Founded: in 2001
 - Position: premium level
 - Success rate: 100%
 - Owned offices: 5
 - International services: yes

Our service portfolio with coherence



Competitor analysis & market research

(outside source of information)

First step
Desk
research

Second step
Qualitative
research

Resources of quantitative data

- Internet, online aatabases
- Offline databases
- Social networks

Headhunter interviews with the target groups always brings on the table the

- autentic information,
- hidden information

The
Outcome

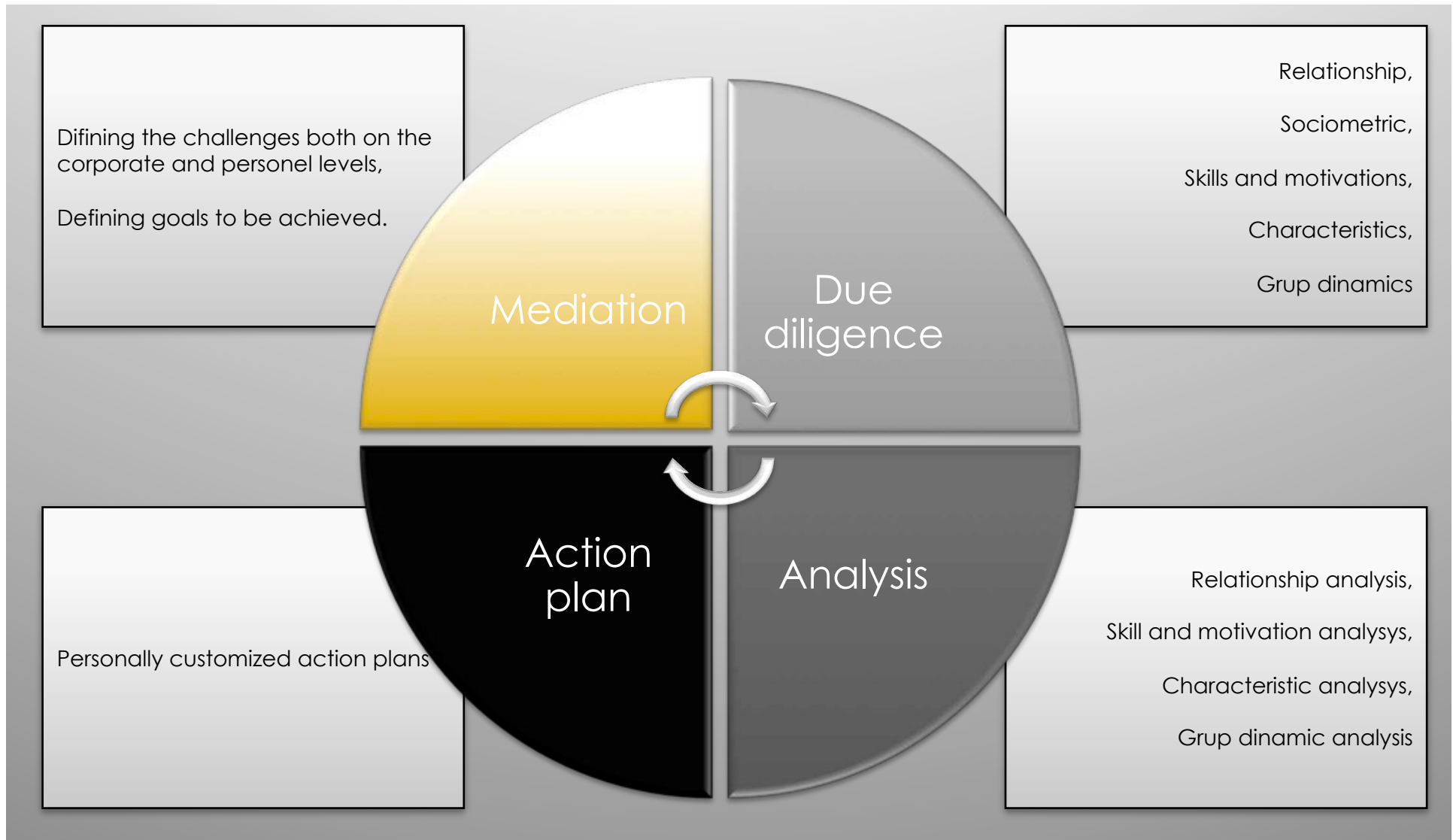
Organization level

- Main players on your competiton market,
- Position and power of your competitors,
- Salary, motivation benchmarks,
- Direction of developments.

Individual level

- Identification of key people,
- Identification of survivors and informal leaders,
- Analysis of skills, competences, motivations,
- Status of availabilities, references,
- Movitations and arguments to change

Human due diligence (inside source of information)



Human due diligence (The source of internal information)

Usually optional monitoring modules

1. Professional knowledge accessibility network
2. Key people: network owners, profession masters, information carriers, decision influencers
3. Intergration of new colleagues
4. The modelling of information flow in the organization
5. Sociometrical profile of the leaders
6. Cooperation between organization units
7. Identification of potential leaders
8. HR security
9. Decreasing fluctuation
10. Network of decision influence
11. Examination of project efficiency
12. Identification of organization values
13. Cooperation of leaders
14. Group indexes: cohesion and cooperation
15. Selection of project team members
16. Spreading of innovation in the organization
17. Nomination of participants to company events and offsite locations

Some of the expected dimensions and questions

- Cooperation: If you had to work in a team, who would you select into your team?
- Professional: Who do you ask professional advice from?
- News of the organization: Who in your informal network informs you of organizational changes first?
- Decision: Who do you consult when decision is required?

Human due diligence

Example: integration of new colleagues

Experts



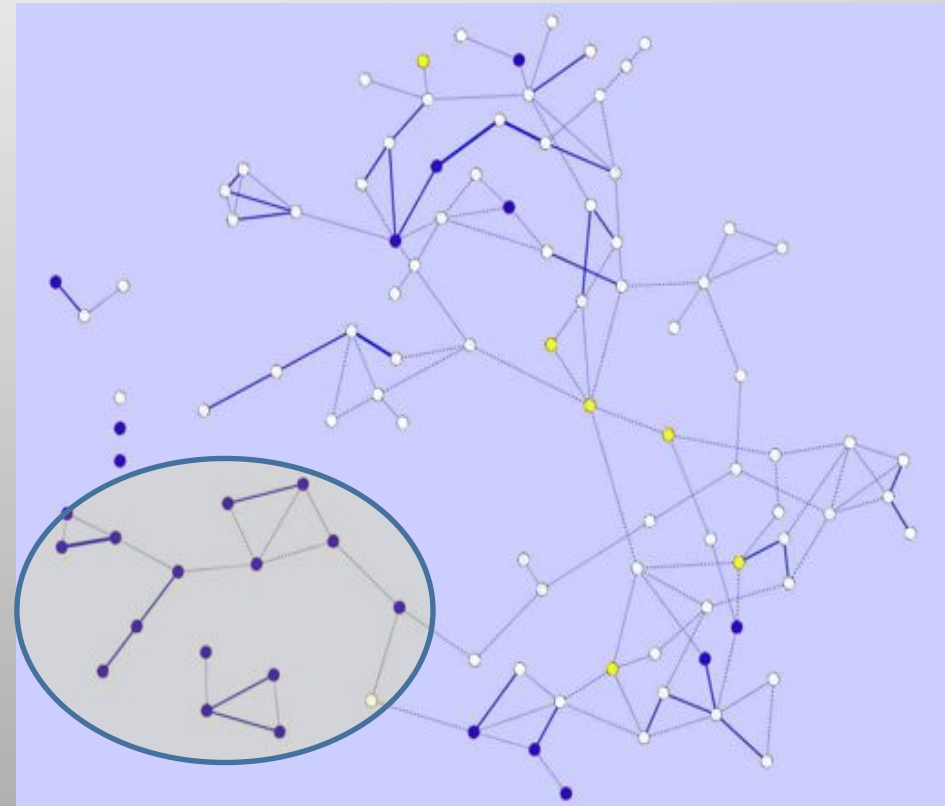
Has worked for the company
for min 1 year



Has worked for the company
for less than 1 year



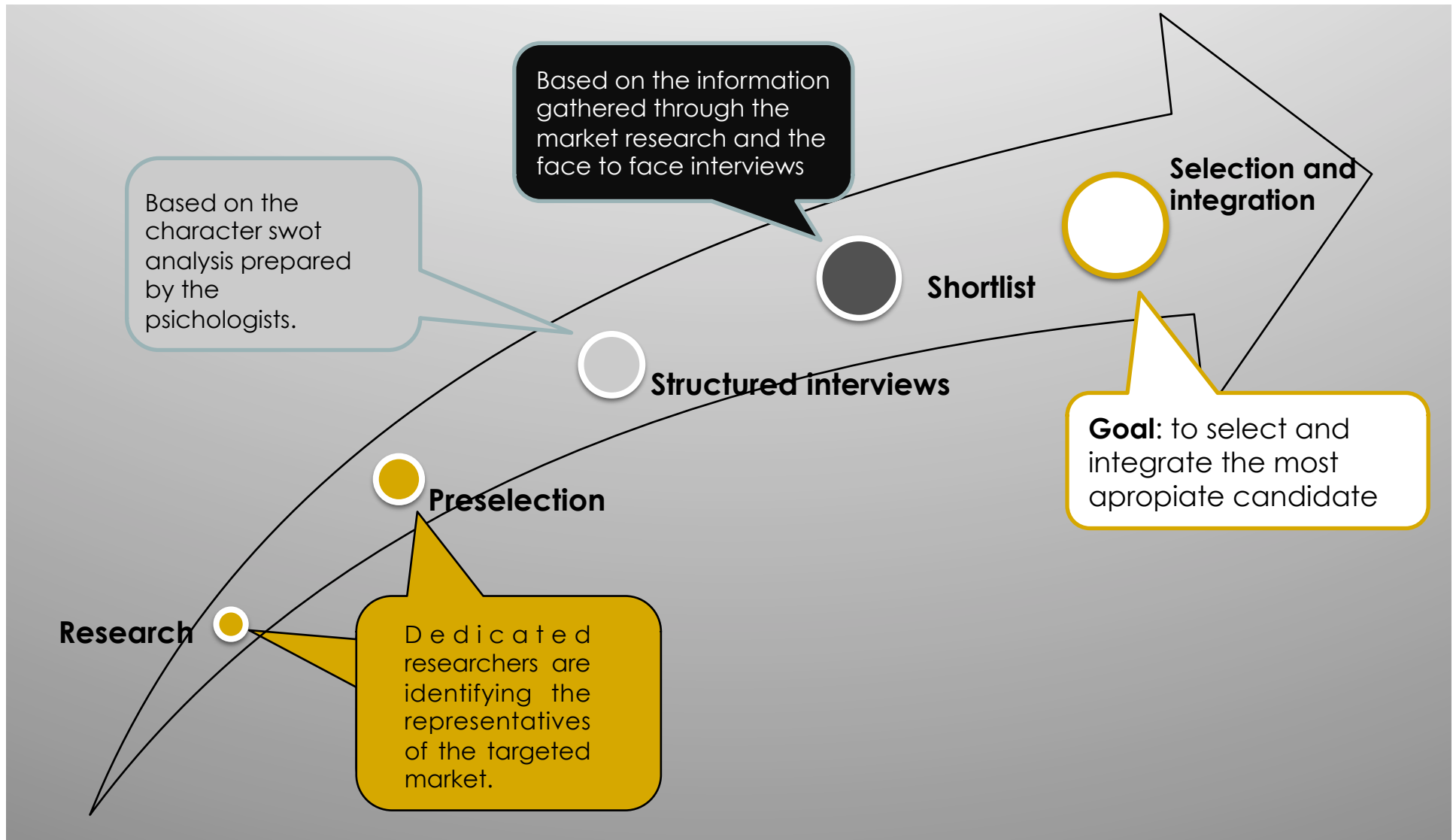
- The new colleagues have not integration into the organization, knowledge is not available for them
- A year later almost 50% of them have left



The second step

- The software analysis of the vectors of responses given to positive questions
- Personal deep interviews based on the results

Key people & executive research



Before we start searching (6 topics to be answered)

For what do you need her/him?

- Corporate goals
- Financial goals,
- Goals of individuals,
- Project team,
- Commitment level,
- Available sources.

Who you are looking for?

- Outlined characterization
- List of competences,
- Level of experiences,
- Level of seniority,

Where to integrate her/him?

- Corporate culture
- Close working groups' characterization,
- Relationship lines,
- System of motivation,
- Interests of individuals.

When to integrate her/him?

- Available capacities,
(time, energy, money)
- Status of project life cycles,
- Receptivity.

Where to search for her/him?

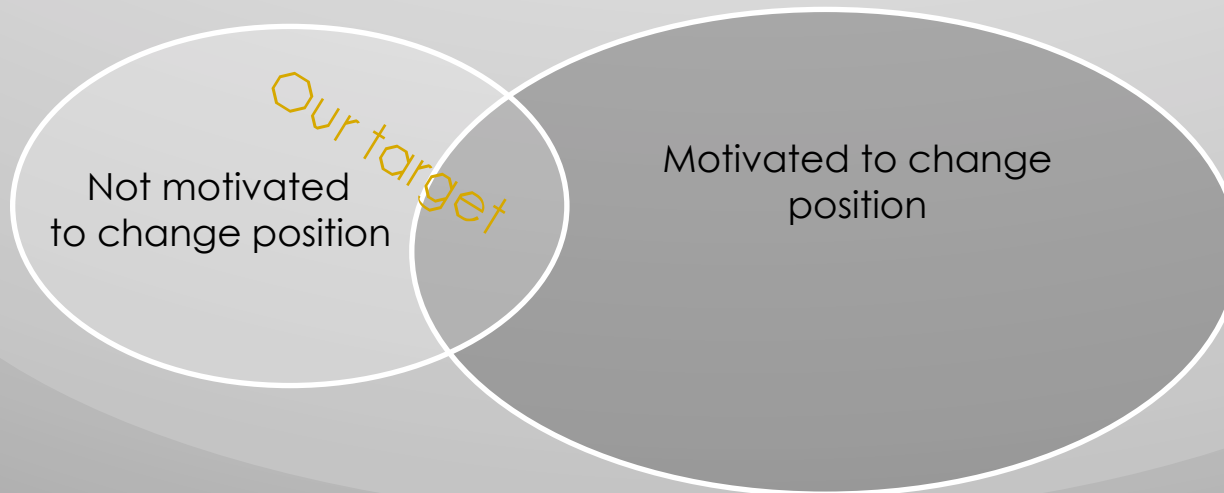
- Competition market analysis
- Expectations and available opportunities,

Which one is the best tool?

- Internal appointment,
- Advertisement,
- Friend recommendations,
- Headhunting,

Our target

Labour market



We ensure ourself by focusing of professionals who already has proven their experties.



Thank you for you kind attention!

Zoltán Korpás
+36 20 3545048
korpas@humanvalue.eu
www.humanvalue.eu



Human Value International
Hungarian Office
1062 Budapest
Bajza utca 20.