

*Новые требования бизнеса к
HR функциям.*



**«Кнопка Запуска»
внутренних ресурсов.**



Основные HR функции



- Рекрутмент (50% времени – 5%)
- Развитие и оценка (10% - 40%)
- Компенсации и льготы
- Администрирование

Современные реалии– новые требования



- Усложнение бизнес-задач
- Сокращение расходов на персонал
- Невозможность привлечения сторонних экспертов
- Численное сокращение персонала – выявление «слабого звена»
- Необходимость «качественного» улучшения персонала
- Переход от «внешнего» к «внутреннему» рекрутменту
- «Свободные HR руки»

Weten wat mensen beweegt



«Кнопка Запуска» внутренних ресурсов



- Leadership. Необходимость выявления лидеров
- Talent management
- Формирование кадрового резерва
- Выявление индивидуальных потребностей сотрудников.
Нематериальная мотивация



What is the Assessment?

- A complex technology for evaluating of employees' professional competencies
- An advise for organizations on the basis of actual insight into people
- Assessment is used for selecting the most suitable candidate
- Or for development of people, teams and organizations

Why assessment?



- **Wrong decision** → **high expenses**
- Direct benefit from good employees
- Proved effectiveness
- Independent point of view
- Complex and scientific approach
- Development possibilities
- Best practical advice and supervision

Why LTP?



- Successful history since 1927
- Wide international experience
- Fundamental theoretical basis
- A database with 60.000 assessment records
- Comprehensive library of assessment tools and norms
- Adopted for Russian market
- Flexible customer-focused approach
- Valid & reliable instruments
- High level of automation
- Easy for interpretation
- Full supporting & follow up
- Highly skilled consultants
- Maintenance ethic & legal norms

What we provide?



- **Assessment Centre**
 - **Step 1:** Formulation of the competency profile necessary for the function
 - **Step 2:** Determination of assessment type
 - *Simulations*
 - *Analysis assignments*
 - *Role-play (2)*
 - *Tests directed at working and thinking level*
 - *Personality questionnaires*
 - *An interview aimed at competencies*
 - **Step 3:** Planning and realization of the assessment
 - **Step 4:** Reporting and subsequent discussion

What we provide (2)?



- **E-assessment**

- **Step 1:** Passing the intellectual tests (Internet)
- **Step 2:** Passing the personal questionnaires (Internet)
- **Step 3:** Reporting the results (automatically)

- **360° Feedback Assessment**

- **Step 1:** Preparation of the 360° Feedback Questionnaire
- **Step 2:** Reporting the results
- **Step 3:** Evaluating the results with the participant
- **Step 4:** Follow up