

## Development Enabling perfect fits

Talent management  
and best placement

### People Development with Grass: Expertise and many years of experience

- As a specialist in professional changes, we have successfully supported hundreds of companies and individual clients in their professional reorientation, career planning and leadership development since we were founded in 1997.
- Our programme offers companies comprehensive support in designing forward-looking HR change processes. We leverage potential by identifying talent, analysing profiles, developing and retaining people – and thus increasing the performance of the entire organisation.
- We see our advisory role as a responsibility: empathy, experience and tangible commitment to your interests form the basis for an effective, collaborative partnership – because this is the only way to create the necessary foundation of trust.
- Although our programmes have a defined scope of services, they are always tailored to the individual needs of the clients.
- Our permanent team of experts, advisors and coaches brings to the table many years of field experience gained in management and line positions in industry, commerce, finance and administration.

[grassgroup.ch](http://grassgroup.ch)

### The programme

There are many different levers for the sustainable development of your company. Promoting the workforce and enabling an organisation to best place people is one of the most effective ways to achieve this goal. Under the motto “Right People, Right Place”, we support your talent management with tailor-made offers and work with you to achieve the best placement.

Based on many years of experience, we know why careers stall or even fail, we recognise the risk factors, but also the special skills, qualities and potential that enable people to succeed professionally. Our programmes are evidence-based and use established diagnostic tools. At the heart of this is our **Grass Model**<sup>®</sup>, which we use to ensure that guided self-reflection (assessment of current situation), roadmap and implementation are linked and that progress is sustainably embedded in the process. We are convinced that this demanding work can only be carried out by experienced advisors.

#### Objectives

- Create the basis for targeted development and placement decisions (optimal use of human capital)
- Increase commitment, personal responsibility, satisfaction and productivity

#### Target group

- Professional – executives, managers, professionals and specialists, lower to middle management

#### Duration

- Project-related, 1 to several months

## Right people, right place – Unleash potential, increase performance

Many companies have untapped talents and potential. As attractive as that may sound, it is a lost opportunity to boost organisational performance. After all, both sides can only benefit as much as possible if the potential of all employees is made visible and used in a targeted manner. Employees, by feeling seen and supported. Companies benefit by increasing their performance and innovative strength and fostering long-term enthusiasm among their employees for their jobs and employers.

### Analyse

1. Status analysis

2. Goals and visions

#### CAREER DIAGNOSTICS – RIGHT PEOPLE

##### Who are the talents?

- Identifying and selecting talent within the workforce

##### Where does their potential lie?

- Status analysis of individual qualities, competencies and possible fields of development

##### Result

- Talent landscape
- Individual development profiles

#### Performance advisory (ongoing)

Once the programme has been completed, we offer ongoing support in the new role. Through sparring and coaching along critical leadership passages and

Talent management and best placement are therefore important components of a responsible, growth-oriented HR strategy. Our tailor-made programme is based on our tried-and-tested **Grass Model**®, is modular but structured with a clear logic, and helps companies undergoing reorganisation or transformation to unleash the power of their potential and make optimal use of it – right people in the right place.

### Focus

3. Preparation

4. Strategy

#### OPPORTUNITY MATCHING – RIGHT PLACE

##### How do potentials, roles and tasks fit together?

- Alignment of individual profiles with the requirements of existing roles/tasks and systematic assignment of profiles
- Definition of target roles, development paths and career options

##### What needs to be developed?

- Identifying learning and upskilling needs from a professional and personal perspective

##### Result

- Fit map: documentation of fields of development and next career steps for the optimal fit between people and roles

everyday management challenges, we help further anchor and **continuously improve your leadership performance.**



### Realise

5. Implementation

6. Anchoring

#### DEVELOPMENT SPRINTS – BEST IMPACT

##### How do we further develop high-potential employees?

- Development sprints with a focus on implementation and transfer
- Customised upskilling (on request)

##### What are the final steps?

- Individual performance coaching and sparring including sprints to prepare for new areas of activity and responsibility

##### Result

- Employees fully realising their potential (optimum performance and maximum commitment)