

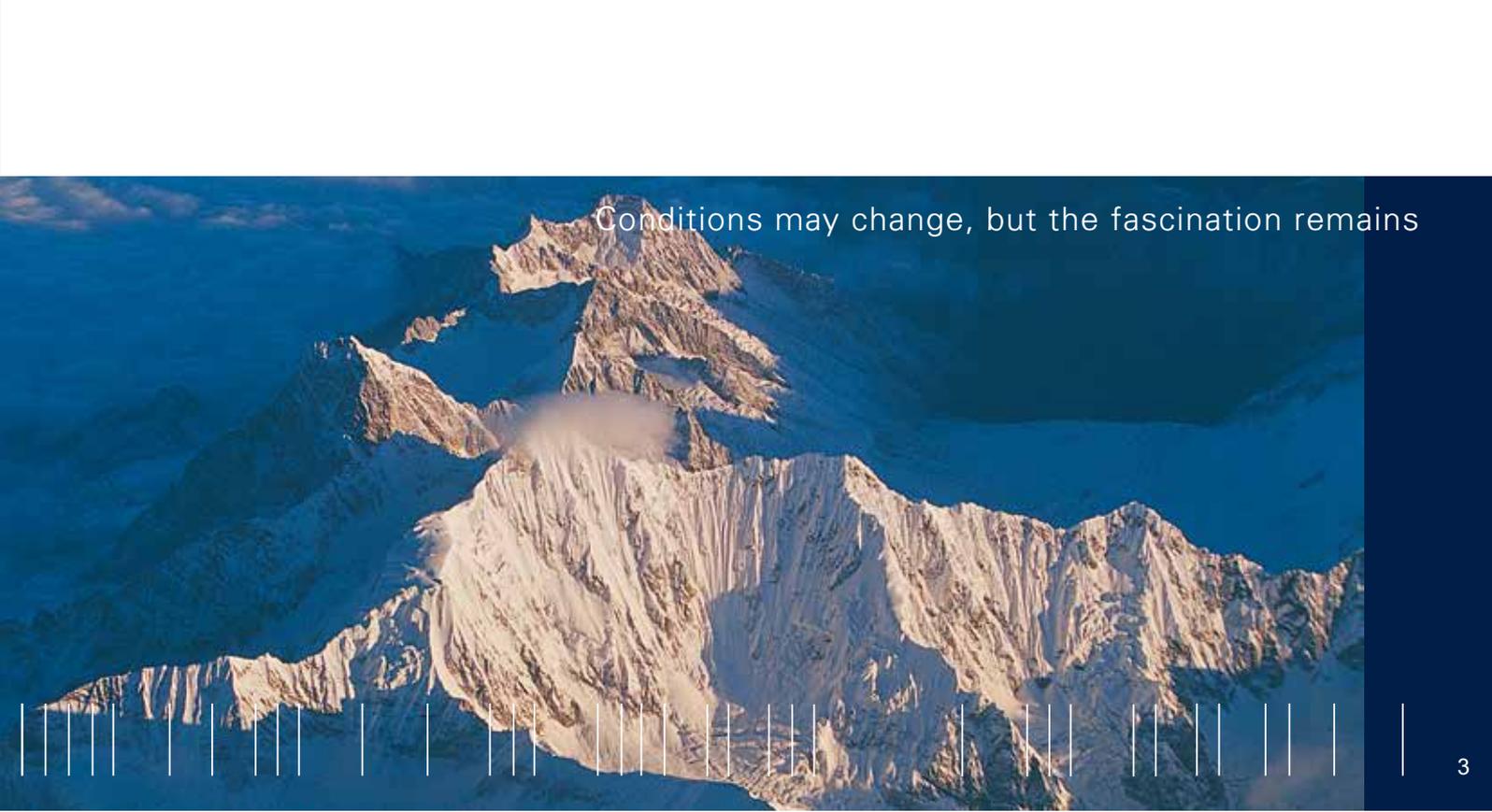


# HR | consulting

Visions

**Integral Human Resources Management**





Conditions may change, but the fascination remains

**Our Approach** | A company's success depends on a variety of factors. To remain competitive in a rapidly changing business environment, it has become increasingly important for companies to concentrate on preparing their employees for these changes in a highly focused and lasting way. The one-dimensional, short-term approach to problem solving is obsolete as complex, demanding tasks require integrated and integral solutions.

Our comprehensive consulting services offer tailor-made solutions that cover the entire scope of Human Resources Management. We support you in your demanding change projects precisely where you need it, from the strategic-conceptual design of new solutions, to operational implementation, to embedding in practice. Since we are HR experts with many years of management and consulting experience, we focus our services on needs-oriented conceptualization, development, introduction and implementation of company-specific HR solutions. We take an integral approach to HR Management, an approach that aligns and co-ordinates the various systems, processes and instruments with the specific demands of today's business practice.

A good mountain guide cannot only climb all levels of difficulty without any problem, but, in addition, he must also be able to choose the most appropriate route to the top for the prevailing conditions – this is also how we guide our customers to success.



Meticulous and prudent preparation of a mountain tour is the basis for a successful climb to the top. Not only potential dangers and specifics of the environment must be considered, but also the individual qualifications and experience of the whole climbing team. Mountains are merciless – and so are the markets. They do not forgive strategy flaws.

**Our Services |** Any company, which is successful on the market and is considered an attractive employer at the same time, cannot afford to leave Human Resources Management to chance. Our range of integral HR Management services meets all these requirements.

**HR Strategy |** HR strategy forms an integral part of any corporate strategy and focuses on satisfying the qualitative and quantitative demands on Human Capital. This implies that the main corporate targets and related budgets are aligned and logically linked with the HR strategy. We support you in defining your HR strategy with: conceptualization, introduction and implementation.

**HR Processes |** The ability to react rapidly and to immediately adapt to changing market conditions becomes an increasingly competitive advantage. The people responsible for ensuring this advantage are a company's employees. This, in turn, means the HR processes have to be such that highly qualified employees are attracted by a desirable corporate image in combination with attractive employment conditions, and that these employees are retained in the company by forward-oriented career planning and a transparent remuneration policy. We design all HR processes together with you taking your corporate targets into consideration.

**HR Structure |** By consistently aligning the operational personnel management with the requirements of the business units, their specific demands can be fulfilled professionally at all times. We support you in the implementation of suitable HR structures and enable your HR employees to fulfill their roles professionally and responsibly.

**Performance Management |** Successful performance management orients itself to strategic corporate targets and links these to the individual performance of employees. This, however, can only be achieved with a consistent target-development process with binding agreements on targets for business units, departments, teams and employees. We advise you during the optimization and development of all facets of your MbO-process.

**Compensation I** Employee participation in a wide range of responsibilities as well as entrepreneurial initiative are becoming ever more important – flexible remuneration systems are the standard today. Successful entrepreneurs appreciate simple and comprehensible remuneration concepts that include variable elements and can be easily adapted to all situations. We support you in the design and implementation of a modular remuneration system.

**Function and Career Models I** A plausible function model is not only the basis for systematic career and development planning, but also for a fair and transparent salary policy. In co-operation with you, we design and implement a suitable function and career model, including a coordinated salary structure based on internal and external benchmarks.

**Potential Assessment I** The current situation in the employment market is characterized by an increasing demand for flexibility at work and a concurrent dearth of qualified employees. Professional assessment not only forms a sound decision basis for the recruitment of new employees, but also for optimal development of internal high potentials and key performers. We are experts in function and level assessments of any kind.

**Management of Employee Potential I** Systematic management of employee potential is crucial for target-oriented employee development and support. All data from potential and performance assessments are recorded and evaluated methodically. We help you to implement an efficient management system of employee potential that includes evaluation and reporting functions that at the same time are practice-oriented and convincing.

**Development of Employee Potential I** Systematic development of employee potential is a lasting investment in a company's Human Capital. This means that suitable measures for the development and further development, as well as the focused support of specific employees, have to be put in place. We support you with the design and implementation of needs-oriented training measures and target group-specific development programs.

The Alps are a fold and thrust range of mountains from the tertiary period, the result of efficient interaction between enormous geophysical forces. They are a prime example of what can be achieved by a concentration of energy. They are one of nature's manifestations of performance management.



The members of a successful climbing team must be able to rely on one another blindly.

This presupposes that everybody understands the joint targets and expectations, and knows and respects the different capabilities and limitations of the others. This also forms the basis for the long-term partnerships with our customers.

**Our Assets I** The precondition for successful consulting is common understanding and joint commitment. This is one of the main reasons why we take so much time to understand the requirements and expectations of our customers.

**Thinking ahead**, to us, means having a profound understanding of the conditions in the employment market and to interpret future business trends correctly; it also implies the continued development of our consultants' expertise and that we adapt our consulting services consistently to the related challenges – this is our interpretation of Excellence.

**Thinking into** our customers' entrepreneurial situation is a key element of our approach to consultancy. Every customer has his own ideas and prerequisites, just as each project has its own targets and parameters. To take sufficient time to fully understand individual problems and conditions and to pay attention to the specific requirements of our customers – this is our interpretation of Customer Focus.

**Thinking of** the best possible solutions is a demanding process that is only possible in close cooperation and in partnership with our customers. This not only generates concepts that correspond to company-specific conditions and requirements, but also creates acceptance and support from all decision-makers – this is our interpretation of Commitment.

**Thinking out of the box** is a precondition for any change. That is why our consultancy services are not only about concepts. We accompany and support the concerned decision-makers on-site during the whole implementation process – this is our interpretation of Empowerment.

**Thinking about** customized solutions and project steps in order to obtain the greatest benefit for our customers is a must. In an ongoing review and feedback process, we control project progress and results together with you – this is our interpretation of Success.



## Ambitious projects require experienced and reliable partners

**Our references** | Each company is unique – that is the reason why we define the cooperation with each customer individually, i.e. we focus on particular client requirements and provide unique solutions.

BOSS Business Consulting is known for its many years of experience in conceptualizing, developing and implementing company-specific HR solutions. Each of our consultants has background experience in either business or psychology, or in both, in addition to several years of practical experience as HR or Training/Development Manager. Our expertise in HR Management and our in-depth technical and methodological knowledge has been gained from the large number of projects we have managed during the last years for a variety of companies in a wide range of different businesses.

During this period, we have convinced a great number of companies of our expertise in HR management. Please contact us should you wish to establish direct contact with our partners in a specific company.

Some of our customers in HRconsulting are:

- Allianz Versicherung
- Axima
- Axpo
- Bâloise
- Baxter Healthcare
- BHF Bank Schweiz
- BKW FMB Energie
- Brechtbühl Logistics
- Clienia Schlössli
- Coca-Cola Beverages
- Credit Suisse
- EGL
- Finnova
- Galenica
- GaleniCare
- Hewlett-Packard
- Kanton Zürich
- Lonza Group
- Nagek Group
- Man Investments
- Manor
- Mettler Toledo
- NOK
- Novartis
- Orange
- Panalpina
- T-Systems
- UBS
- Valora
- Vitra
- Zühlke Egeineering
- Zurich Financial Services
- Philip Morris
- Raiffeisen
- Ringier
- RUAG
- SAP Schweiz
- Schindler Aufzüge
- SPZ Nottwil
- Siemens
- St. Galler Kantonalbank
- Stadt Basel
- Stadt Zürich
- Stadtspital Waid
- Steuerbüro Schlickmann
- SVA Aargau
- Swiss Life
- Swisscom
- Swisscom IT Services
- Syngenta
- Trans Adriatic Pipeline
- UBS
- Universitätsspital Zürich
- Valora
- Winterthur Versicherung
- ZVB
- Zühlke Engineering
- Zurich Financial Services



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