



## HR | development

Panta rhei – Everything is in a state of flux

**Company-specific training and development programmes**



**Our approach** | HRdevelopment offers your company tailor-made, modular management development that is aligned to your specific corporate needs – we train and support your managers on relevant management topics with practice-oriented methods.

To achieve this, BOSS Business Consulting has specially designed a modular training concept that incorporates a variety of learning methods which permit needs-oriented training. All the modules of the programme are directed towards company-specific conditions and requirements. Learning transfer has a particularly central role in this process and concrete, practice-based examples from the company's actual business are used in the transfer of know-how to the participants. In this way, your managers are confronted with tasks and problems taken directly from their work environment and they learn jointly how to develop feasible solutions.

To ensure that this transfer is effective, the participants' superiors take an active part in the training and development process, as coaches, co-trainers or speakers.

Water is one of the four original elements and therefore essential for life. Growth and development in nature is unthinkable without water, just as growth and development in a company are not possible without HRdevelopment.

Water is the only substance in nature known to exist in all three aggregate states and that is capable of adapting ideally to all natural conditions. This is also a characteristic that distinguishes HRdevelopment.

**Our procedure I** Water flows uninterruptedly and adapts to continuously changing conditions without ever losing its specific qualities. The same applies our HRdevelopment programme. We adapt the content, methods, and procedures individually to a company's conditions to meet its particular needs. What remains are experience and the quality of implementation.

**Preparation I** Our HRdevelopment programme starts with an assessment of a manager's actual situation. The individual development priorities of each participant on which the training will focus, are defined together with his superior and the trainer.

**Implementation I** During the training, the participants work on a real project in which the management of the company actively participates. This procedure not only ensures a high level of practice-relevance but it also improves the learning transfer. Between the training modules, the participants work in small groups on their individual project tasks fully supported by experienced project coaches.

Essential leadership skills and management techniques are transferred to the participants by means of individual training modules. The learning content is directly linked to concrete tasks and problems related to the overall project task. The priorities are the following:

- Improving problem-solving skills
- Strengthening decision-making ability
- Formulating targets
- Improving planning and organizational skills
- Learning process management
- Delegating tasks
- Conducting and moderating meetings
- Developing coaching skills
- Improving communication and facilitation
- Assessing people and situations
- Managing conflicts
- Building and leading teams
- Knowing one's own management style

**Transfer I** Between the training modules, so-called transfer sessions are held, during which the participants are split into small groups in which they review and train again the practical use of what they have learned. During these sessions they are accompanied by a learning coach from their own company.

**Review I** At the end of the training programme a short de-briefing takes place in which the trainer, the participant(s) and their superior discuss the individual learning progress and define and agree further transfer and development measures.

**Controlling I** After each training module the participants' feedback is analysed and evaluated in order to adapt the following modules if necessary. At the end of the whole training and development programme its content, delivery methods and sequences are reviewed and the achievement of the agreed learning targets is verified with the customer.

Water adapts to all changes in nature, it is in a constant state of flux, it changes, overcomes obstacles and consistently and inexorably follows its chosen path. We do the same by adapting our HRdevelopment to always changing needs and conditions.



In almost all cultures water is of great symbolic value and seen as one of the elements that shape our life and have a lasting impact on it. HRdevelopment creates identity and a mutually supported leadership culture at all hierarchical levels. It is a process with a high symbolical value and a lasting impact.

**Our assets** | The special qualities and many-sided characteristics of water make it an indispensable element of life – without water there is no life. A company's success also depends greatly on the qualities and characteristics of its manager - without leadership there is no success. HRdevelopment offers you the necessary prerequisites for a successful leadership culture in your company. This is because HRdevelopment is

**Tailor-made** | A detailed analysis of company specific requirements and of the training needs makes certain that the training and development programmes are actually tailored to the customer's needs.

**Effective** | Due to the fact that the participants' superiors participate as co-trainers, sparring-partners or learning coaches, step-by-step development across the whole organization is made possible, with the concerned superiors fully retaining their direct management responsibility during the whole training programme.

**Implementation-oriented** | The company-specific design and its practice-orientation ensure that the desired learning transfer takes place and guarantee a long-lasting effect of the training content.

**Flexible** | The modular concept of individual training and development measures permits a needs-oriented and flexible adaptation of content and methodology to the participants' particular requirements. It also facilitates the alignment of the volume and timing of training with the company's intentions and conditions.

**Development-oriented** | In an assessment session with each participant at the beginning of the programme his/her individual training and development needs are identified. From this basis, the focussed development of each participant becomes possible and a personal development platform can be designed for him/her.

**Sustainable** | At the end of the programme, each participant and his/her superior meet in a feedback session to review the training concerning the learning and development progress achieved, and to agree on further on-the-job measures. Hence a continuous, sustainable development process is assured.



**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 stands out by its many years of experience in conceptualizing, developing and implementing company-specific management development programmes. All our consultants come with a background in economy and/or psychology and excel by their high degree of expertise, which they have acquired through several years of practical work in a number of companies and business areas.

Over the years, we have implemented numerous management development programmes at various hierarchical levels. If you wish to talk to some of our business partners for reference purposes, we will gladly put you in direct contact.

Some of our customers in HRdevelopment are:

- Agility Logistics
- Allreal
- Avery Dennison
- Bär & Karrer
- Basler Versicherungen
- BD Kanton Zürich
- Cargologic
- Coca-Cola Beverages
- Coop
- CSS Versicherung
- Endress & Hauser
- ERNIE International AG
- Ernst & Young
- Fostag
- Industrielle Werke Basel
- Interdiscount
- BVU Kanton Aargau
- Kistler Group
- Lonza Group
- Man Investments
- Panalpina
- Philip Morris
- Ringier
- SAP Schweiz
- Steiner
- St. Galler Kantonalbank
- SVA Aargau
- Swica
- Swisscom
- UBS
- Zurich Financial Services

Water is the best natural solvent. It mixes harmoniously with other materials, and in the process creates new substances and qualities. By mixing long experience and proven expertise we continuously create new solutions in management development.



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