

hda Human Capital Consultancy

Delivering business success through **people solutions**

Human Capital Consultancy

for **30 years**

**Talent Management
Career Transition**

Talent Management Services

STRATEGY

Talent Strategy Development.

All too often we find that client organisations have difficulty articulating how their existing or proposed talent strategy is underpinned by the core business drivers impacting the success of their businesses. HDA is constantly seeking ways to ensure that businesses follow talent strategies which are likely to be successful, and our consulting approach in this area includes an effective mix of business strategy and talent strategy expertise.

HR Business Partner Development

Expectations about HR's role are changing, and the roles of HR professionals have to change with this. HR professionals are now being recognised as key contributors to an organisation's success in delivering its wider agenda. HDA has significant experience working with organisations to create a fully empowered and performing HR/Talent Team, that provides strong leverage towards the success of an organisation's talent strategy.

Organisational Transition Consultancy

The roll out of any talent strategy requires solid organisational transition underpinnings, to ensure that it is supported by organisational leadership and staff, and to ensure that any outputs, such as senior talent pools, high potential programmes, graduate development schemes and so on are optimised. HDA has had significant success supporting organisations to effectively transition, to minimize team-based business capability disruptions, and to support the survivors of transition. As talent consultants, we understand that by applying our consultancy knowledge to organisational change, we can help organisational leadership to more effectively manage the impact of change on organisational talent.

ENGAGEMENT

HDA 9-Box Matrix & Team engagement survey ©

HDA has developed the HDA 9-Box Matrix © Team Engagement Survey, which sets out to 'pulse test' the degree to which people across the organisation are engaged with the objectives of the organisation, and the degree to which there are any specific factors across the organisation which need to be managed to improve employee engagement levels. HDA links its well developed measurement and communication tools with significant facilitation and consultancy experience to ensure that survey results can be turned into sensible actions for the business, in line with organisational priorities and constraints.

Staff Wellness Services

HDA has provided a broad range of staff wellness services to a range of organisations in all sectors for over 30 years, including both individual and group interventions.

Employer Brand Consultancy

Any effective talent management strategy is underpinned by the ability of the organisation to effectively attract, engage and retain organisational talent. This requires a supportive infrastructure which enhances the experience of all employees and potential employees. A successful employer brand does not guarantee staff engagement, motivation and performance, but it certainly enhances it. Great employer brands bring together the best combination of image, fit-to-purpose employer brand infrastructure, and leadership behaviours - HDA has well established consultancy experience in all of these areas.

Organisations work with us because of:

Our blended Offering

Our International Network

Our Client Relationship Flexibility

Our Outcomes focused approach

"We thought the service provided by HDA was great—the information we gained from the survey was really useful in improving communication and facilitating change. Our results were very positive so the survey results acted as a morale boosting tool...We thought HDA were efficient and professional when carrying out

the survey and they provided very comprehensive feedback."

HDA Employee Engagement Services

Heather Jones — SVP - Comedy & Music, MTV Networks International

Talent Management Services

COACHING

Executive / Business Coaching

Organisations engage HDA as Executive Coaches to achieve various objectives, including: to solve behavioural problems and to create behavioural opportunity; to equip technical specialists with management and leadership skills; to ensure the success of newly appointed managers; for key talent engagement and retention; and for ongoing leadership/key talent development. Our outcomes-focused approach aims to achieve clear ROI.

Team Coaching & Facilitation

Organisations engage us as team coaches and facilitators to achieve a number of objectives, including, to: Address identified team dysfunction; make teams more successful; identify natural team leaders; enable teams to roll out key strategies; create effective change agents; and create effective business partners.

Executive Coaching Skills Development

Business leaders benefit greatly from the application of coaching principles to business issues and opportunities. HDA delivers business coaching training for leadership teams at all levels. Training leaders to be effective coaches is a natural extension of the provision of one-to-one and group coaching. HDA has developed an effective 'Coaching Behaviours for Business Leaders' programme aimed at senior line managers, executive managers, and operational directors. This programme is comprised of a core 2-day workshop, plus pre and post preparation and follow-up.

People are an organisation's most valuable asset and resource. HDA works with employees at all levels to attain their full potential and make a positive contribution to your organisation, adding value to the human resource investment within your company.



"Through discussion with at HDA Coach, I could make suggestions and talk through scenarios; achieving the optimal solution and thereby feeling rejuvenated...I would fully endorse the programme and feel that it has proved a tremendous success in allowing me to refocus on the issues that were affecting my career outlook; allowing both the organisation and myself to benefit from the change in my perspective"

HDA Coaching Services

Financial Director, Professional Services & Engineering Company

HDA Worldwide

HDA delivers solutions to companies worldwide. As a founder member of CareerNet International, HDA recognises that our clients require global reach and consistency of service, combined with an in-depth understanding of local business conditions. With over 140 offices throughout Europe, North & South America, Asia and Australasia, we are ideally placed to assist multinational organisations with cross border assignments. Our success is based on our ability to deliver support through our network of local consultants with essential local knowledge.



Career Transition Services

GENERAL & LARGE-SCALE OUTPLACEMENT & REDEPLOYMENT

General and Large Scale Outplacement

Outplacement consultancy is a core HDA business and approximately 20-30 separate organisations engage us in this area each month. HDA provides comprehensive group and Individual career transition support to staff at all levels; supporting affected staff into new roles, into portfolio careers, into self-employment and into re-skilling for new careers. We ensure our outplacement support delivery is undertaken within a strong project management and key account framework, and we work with key partners to deliver value added services, including access to vocational training.

Large scale Redundancy Manager and Survivor Support

Supporting organisational leadership to effectively manage redundancy situations builds leadership confidence, and confidence in leadership; while maintaining a level of engagement with indirectly affected staff aids in the development of trust, wellbeing and key skills retention during and after redundancy situations. HDA provides single or multi-site project-based support to managers tasked with communicating messages of organisational change; and also support to staff directly and indirectly impacted by organisational change, re-deployment and redundancy.

International Outplacement Programmes

HDA engages in multi-country support for organisations managing international redundancy projects. These programmes are project managed by HDA, and delivered by local experts, via our CareerNet International network, of which we are founder members. HDA recognises that our clients require global reach and consistency of service, combined with an in-depth understanding of local business conditions.

Redeployment Enablement Consultancy

Organisations rationalizing their businesses increasingly recognize that the redeployment of those with partially or fully transferable skills is a favourable alternative to redundancy and re-hiring, from cost, re-training and staff morale perspectives. HDA offers a broad range of internal career leverage solutions to managers and staff to encourage and optimise the redeployment of valuable competencies, skills and knowledge within organisations, including internal career development centres.

KEY CAREER STAGE REVIEWS & COACHING

Early Retirement Programmes

Individuals opting to take retirement packages at relatively young ages are increasingly interested in remaining economically active by moving into self-employment. All in all, retirement is not what it used to be; post-retirement opportunities are rich, and HDA is well placed to provide career transition leverage to people facing this stage of their lives. Organisations engage us to support individuals to enter fit-to-purpose early retirement; including supporting commercially active early retirement, and ongoing active contributions to commerce and society in the form of voluntary activity, experienced mentorship, etc.

Career Change Enablement Coaching

Individuals are increasingly embarking on the next career stage in order to seek satisfaction, enjoyment and personal lifestyle choice in the first instance. Whilst this trend is strengthening, people often require support to help them to unlock optimum career change opportunities. HDA has developed a comprehensive coaching service where we have successfully enabled individuals to move into a completely new industry or role - for e.g. enabling investment bankers to become hotel proprietors, process operators to become E-Bay entrepreneurs, or even media directors to become heads of charities.

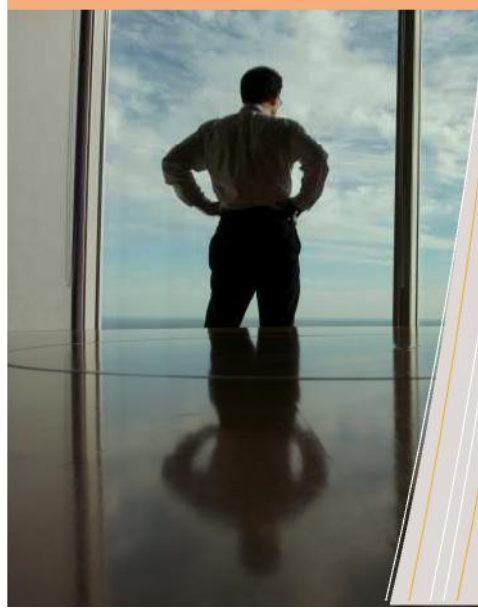


"My consultant gave me outstanding support at a time when I needed it most. His responsiveness and ability to tune in instantly to my complex situation and issues was invaluable. He is a perceptive and sympathetic coach who challenges and provides a unique perspective. I cannot recommend him highly enough"

HDA Career Transition Candidate,
Manufacturing Sector

"Redundancy was a blessing in disguise because it gave me the final push I needed to break away from the UK and follow a path I had been considering for some time. The flexibility of the support provided by HDA enabled me to find employment in my chosen area within a comparatively short space of time."

HDA Career Transition Candidate, Financial
Services



Career Transition Services

EXECUTIVE & EXPATRIATE OUTPLACEMENT

Executive Outplacement Programmes

HDA supports senior managers seeking strongly targeted career transition coaching to successfully transition them into new roles and business ventures which are optimal to their further career development, following role redundancy and compromise situations. HDA maintains net working links with many senior people who we have supported to transition their careers, and this senior net work is often a valuable source of new relationships for us.

Executive Career Reviews

HDA has developed specific capability around the needs of senior managers, with dedicated resources in place to support these needs. As such, organisations often engage us to work with senior managers at a career crossroad who require support to actively review their career and consider alternative career paths, either within the organisation, or outside the organisation. HDA provides targeted assessment and coaching to re-align career objectives.

Expatriate Career Development Programmes (International Careers)

HDA has identified that many organisations have difficulty managing career expectations of their expatriates during the full expatriate assignment process, with many assignments ending in a mismatch of company/individual interests. A systematic career development programme prior to and during the assignment leads to closer interest synergies between organisation and expats, both during their assignments and at the time of their return to the home country. As such, HDA has designed an International Career Management Programme to assist executives relocating abroad or repatriating to the UK.

Spousal Relocation Consultancy

In some cases, organisations engage HDA to provide spousal career transition support for the spouses of senior expatriate and international assignee managers or technical specialists. The partners/spouses of senior relocatees are often developing their careers as well, and our service gives them the leverage to make a smoother transition.

HDA Capability

The quality of our consultants is paramount to our work. They are carefully selected to represent a wide variety of backgrounds, covering a cross section of disciplines and industry sectors - with years of combined experience. Regular ongoing professional development ensures that their knowledge and performance is always kept at the standard we require.

Our team includes the following disciplines and backgrounds:

- Business change consultants
- Leadership development practitioners
- Executive coaches
- Talent management and staff engagement experts
- Career management and outplacement specialists
- Occupational psychologists
- Assessment experts
- Behavioural change specialists



"The ultimate measure of whether outplacement has worked or not is if people get jobs in a timely manner; this has certainly been the case with the closure of the UK office and I attribute a lot of this success to the way outplacement was managed. The program we devised with HDA was flexible enough to cope with individual needs and timely so that people got thinking about their future quickly enabling them to make clear decisions. The team at HDA have always been responsive, flexible and professional; it has been a pleasure working with them in this difficult time."

HDA Career Transition Services
European HR Manager, Engineering
Company



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