



BROCHURE



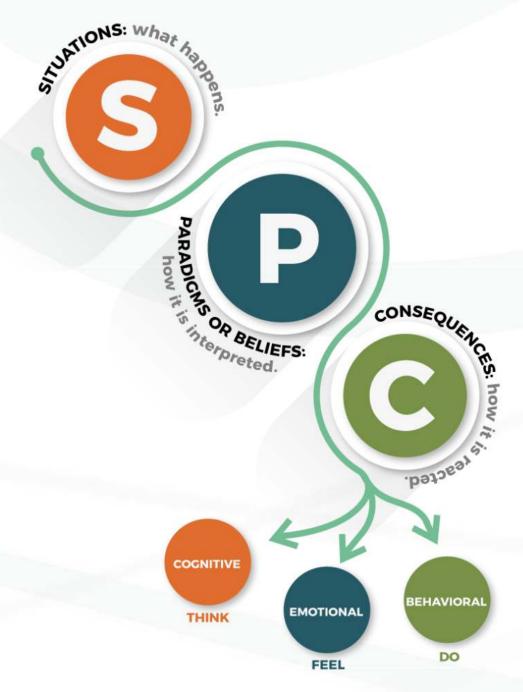
THE ONLY WAY TO DO GREAT WORK IS TO



- Steve Jobs (1955-2011)













headhunting

teambuilding





talent diagnosis

training





consulting

behavior lab







FINDING THE PERSONNEL YOUNGED SHOULD NOT BE A HARD ACTIVITY

As consultants with **over 21 years** of focusing their professional career in **talent attraction**, **UMANY** is specialized in the search of human capital to fulfill positions as:

- · Specialized Technical
- Middle Management
- · First Level Executives











Working closely with you, we can use:





and with **our knowledge of the market**, we can identify the most qualified and compatible candidates.







teambuilding



We do not intend to teach anyone, we love to help them discover it by themselves.

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Teambuilding / Outdoor training is a work philosophy designed to make coworkers consider themselves as part of a team and not individual entities in a company.



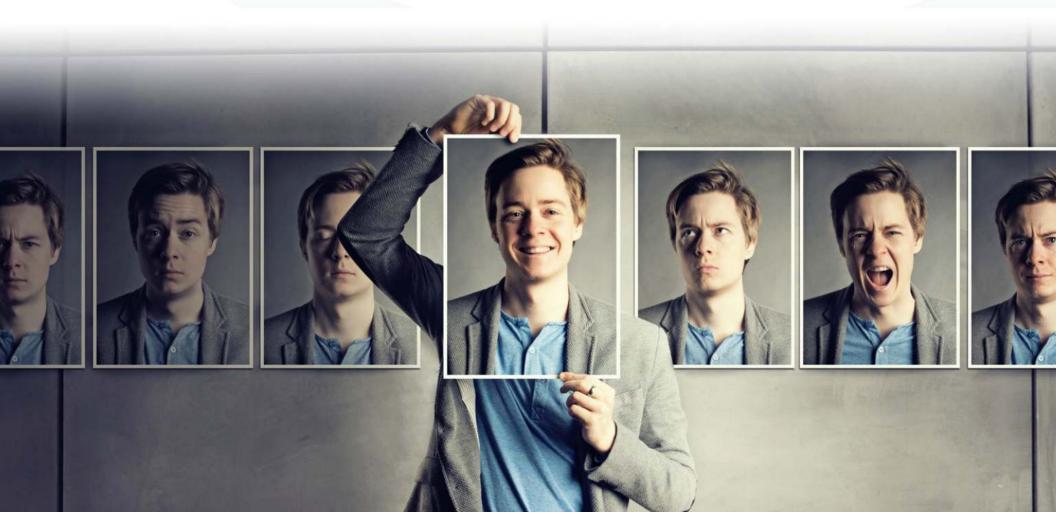
The concept refers to the set of oriented, challenging & collaborative activities focused to achieve the maximum collaboration among them.

It is also an educational activity, that unlike traditional methods, the participant betters himself trough personal experience.

THE 6 PHASES THAT ENSURANCE THE SUCCESS OF OUR TEAMBUILDINGS









We use psychometry, graphology and induced observable behaviors as diagnostic tools and strategic platform of behavioral change in the recruiting, development and training processes.

These are sensitive tools to:



measure the intangible



quantify changes



capitalize the investment

in our intervention inside organizations.



We make use of psychometric tools created and standardized during the last three decades & available ON LINE which eases & makes flexible its application.



other tools we use

- · ASSESMENT CENTER
- GRAPHOLOGICAL EVALUATIONS
- POLYGRAPH EVALUATION
- PANEL INTERVIEWS
- MULTI DIMENSIONAL INTERVIEW
- · VERITAS.

We have developed a **TRANSFORMATIONAL METHOD** ® which analyses the final scores of psychometric instruments and converts them to 51 labor competencies; with this we have developed our own instruments as well as created "**customized instruments**" adapted to our customers competencies.



30 workshops carried out through

6 action lines

available in open mode and on site.



by pro-Active training











some of our programs:

- DEFINITON or RENOVATION OF THE PHILOSOPHY / ORGANIZATIONAL CULTURE: (mission, vision, values).
- LIFE COACHING: the most effective method of learning, based on the self discovery of their potential and join in a harmonious way, life and work, with the company of a trained guide.
- PPD: Personal Executive Development Plan trough mentoring.
- SOI: Implementation of the Internal Opportunity System.
- TALENT RESERVED: Succession Plans.
- TRAINEES: Design & Administration of Talent Identification for Development.
- COMUNIK-T: Design & Administration of internal communication programs.

- DESTA-K: Design & Administration of incentives programs for innovation or attitude.
- I AM / I LIVE: Corporate Culture & engagement.
- LABORAL COMPETENCIES: Design & Administration of the program aligned to organizational values.
- PULSE: Measurement of working atmosphere through written & electronic polls, also playful or institutional focus groups.
- PERFORMANCE: Performance Evaluations; 1L, 180 y 360 degrees.
- JOB DESCRIPTIONS: Establishing the aspects of each position.
- DNC: Detecting Training Needs.
- COMPASS: Strategic Planning.
- CHANGE COACHES: Internal Administrators of Change.
- OUTPLACEMENT: Desvinculate with dignity and accompaniment.
- REP: (From ROOKIE to EXPERT program) Implementation of a multi skills program for commercial and operational areas.



behavior lab

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The fate of everyone depends on the behavior of each one.

Alexander the Great





A **behavior laboratory** is a brief intervention that combines the elements of an **Assesment Center** exercise with the freshness of a short **Teambuilding** exercise.

It is the perfect combination so that, in a period of 2 to 3 hours, we take the participants to a playful environment in which we can identify 3 to 5 selected competences



and also generate an environment of collaboration and team building.



In essence, this tool is:

- methodological
- · qualitative
- quantitative
- · reliable

Allows participants to identify predictive work behaviors in simulated contexts and with the observation of their behaviors be able to take actions in:



Management Potential Measurement.



Identification of individuals with development potential.



Selection of individuals with specialized skills.

CONTACT



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