



# BROCHURE

PAPERLESS 



THE ONLY WAY TO DO  
GREAT WORK IS TO  
**LOVE**  
WHAT YOU DO



- *Steve Jobs (1955-2011)*





**WHAT WE ARE  
AND DO?**





## WHAT WE ARE AND DO?

- We are **consultants** in human capital processes.
- We are **dynamic and committed**.
- We learn and we share the knowledge.
- We make you feel unique, **BECAUSE YOU ARE UNIQUE**.
- We **identify talent, maximize skills**, measure the subjective, and we love what we do.
- We accompany you during the re-creation and also give it **structure**.
- We are systematic, **co-active** and include the best of each philosophical model.
- **We make things happen.**
- We recycle emotions.
- We work with the body & use simple tools to learn through experimentation.





## CONCEPTUAL VISION







UMANYLOGY







# **OUR SERVICES**





**headhunting**

**teambuilding**



**talent diagnosis**



**training**



**consulting**



**behavior lab**







# headhunting

“

Success in a headhunting mission is not only the fruit of luck, a wide social network or a good database. It is first and foremost the deep and precise knowledge of the two parties that will join, **the organization and the person.**

Olivier Rodney

”





headhunting

# FINDING THE PERSONNEL YOU NEED

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



CUSTOMER KNOWLEDGE



COMMITMENT



ASSERTIVE SEARCH



FOLLOW UP



QUICK RESPONSE TIME





Working closely with you, we can use:



OUR  
RESOURCES



OUR CONTACT  
NETWORK  
IN MEXICO AND LATIN AMERICA

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



For further information regarding our process and cost:  
[talento@umany.mx](mailto:talento@umany.mx)



headhunting





# teambuilding

“

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

”







## teambuilding

**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 **better himself through personal experience.**



For further information regarding our process and cost:  
[desarrollo@umany.mx](mailto:desarrollo@umany.mx)



# THE 6 PHASES THAT ENSURE THE SUCCESS OF OUR TEAMBUILDINGS



For further information regarding our process and cost:  
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# talent diagnosis







## talent diagnosis

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.



For further information regarding our process and cost:  
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We make use of **psychometric tools created and standardized** during the last three decades & available **ON LINE** which eases & makes flexible its application.

our own  
instruments



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.





# training

“

The distance  
between wanting to  
& being able to  
is shortened  
with training.

”





30 workshops carried out through

## 6 action lines

available in  
open mode and on site.

# ROI

(return of investment)

by pro-Active training



For further information regarding our process and cost:  
[entrenamiento@umany.mx](mailto:entrenamiento@umany.mx)



training





# consulting

“

We design our programs to share with you what we know, and how we do it; **guide you, accompany you and prepare the ground so you become autonomous.** We want to be your best option **ALWAYS**, to **co-CREATE** & not to co-depend on a consultant.

”





consulting

## some of our programs:

- **DEFINIITON 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.



For further information regarding our process and cost:  
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# behavior lab

“

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.**



For further information regarding our process and cost:  
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behavior lab

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**.



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**we listen,**  
**PROVIDE OPTIONS,**  
**build solutions.**

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