



***Build a CAREER and TALENTS management policy***

**Your NEEDS ♦ Our SOLUTIONS  
Your BENEFITS**

Your project is currently already well defined or you are still at the development stage.

Please contact us by mail : [eva.depecker@iehp-int.com](mailto:eva.depecker@iehp-int.com)

### **Our interlocutors/our partners :**

- **The Company Director** in a SMB to advise and guide the whole process of transformation in the implementation of the career management policy, and the training programs and measurement the performance progression over time.
- **The Head of the a Talent Management practice** to be at his/her side during the different stages: reflection, creation and development of new tools for recruiting the new talents, implementing staff internal mobility process and developing potentials, skills and competencies.

We are convinced that tailor-made solutions that take into account your needs and your constraints will be the most effective to support you in your development.

Our proposals are built with your own specifics in mind.

### **Our DIAGNOSTIC**

Includes identifying your development needs and goals, taking into account your corporate culture and values.

It's important to consider the existing tools in your company, in terms of career development identification of high-flyers individuals, and the recruitment processes of your talents.

**Contact : [eva.depecker@iehp-int.com](mailto:eva.depecker@iehp-int.com)**

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Enregistrée sous le numéro 76 34 09 562 34... auprès du Préfet de la région Languedoc Roussillon et cet enregistrement ne vaut pas agrément de l'Etat.

**DATADOCK : ID.Dd 0052577**

## **Our SOLUTIONS**

**Creation and implementation of a business project, adapted to your size and needs.**

**Identification of your key competencies and development objectives.**

**Implementation of evaluation programs to identify your "high-potential"**

**Creation of a career management program: implementation of training & coaching programs.**

**To make more pertinent choices for managing performance, developing people potential and improving recruitment choice.**

***Our SOLUTIONS include psychometric tools :***

***TALENT Q™ offers a wide range of psychometric tools available in 43 languages.***

***DIMENSIONS™ is an online PERSONALITY questionnaire which assesses key behaviors at work across three broad domains : People and Relationships, Tasks and Projects, and Drives and Emotions.***

***DRIVES™ is an online questionnaire that focuses on your people's VALUES and MOTIVATIONS. It measures the factors that help stimulate and energize people in their daily working lives***

*Working with Talents Q requires a personal certification allowing the consultant to use the Talent Q tools.*

## **Your BENEFITS**

**Efficient and motivated teams**

**Corporate focus on excellence and results**

**Successful recruitment**

**Objective decision making.**