



## *About us*

- ⇒ S&A CHANGE was founded in 1992; it provides H.R. consultants with more than 18 years of experience. Every member of the consultant team is the top in his field.
- ⇒ S&A CHANGE, has the head office in Bologna and a second one in Florence. Our highly qualified specialists provide expert assistance with every aspect of successful outplacement program including: career advisers work psychologists, personnel managers and experts of labour law, selection experts, experts on executive coaching and communication.
- ⇒ S&A CHANGE, supporting professional relocation, is one of the first Italian companies specialized in **outplacement** and to accomplish the standard quality defined by **A.I.S.O.** (Italian Association of Outplacement Companies).
- ⇒ We have a great experience matured in years of presence in the labour market in Emilia-Romagna and Tuscany, with a **consolidated local network** (companies, R&S, agencies for the work, consultancy).

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## *Our Services*

Our vocation to work with people for the development of their potential, has led us to implement new services and solutions for the management and the development of human resources. To now, our services are:

- ⇒ ***INDIVIDUAL AND GROUP OUTPLACEMENT***
- ⇒ ***BUSINESS COACHING***
- ⇒ ***TRAINING FOR MANAGERS***
- ⇒ ***TESTING AND ASSESSMENT CENTER***
- ⇒ ***ORGANIZATIONAL CLIMATE ANALYSIS***
- ⇒ ***TALENT RETENTION***

# *Individual and Group Outplacement*

⇒ **Individual outplacement:** is an innovative instrument for the companies that need to stop the relationship of cooperation with its own employees, it is a **personalized service that supports the person in his re-employment** through a path of self-analysis process and the evaluation of the skills , a careful analysis of the style of communication, an effective and largely consolidated methodology.

**Supporting and speeding up the new position** on the employee, outplacement is the most **effective instrument for encouraging a consensual resolution of the employment relationship.**

The methodology of S&A enables the person to be aware of the professional goals and to search for a new job through the implementation of a **custom project**, usually in an indefinite period (up to re-employment). Our individual outplacement also provides a **guarantee of reintegration:** support for a further period of one year for managers and 6 months for middle management and employees from the date of the first inclusion in the new job in the event of no exceedance of the trial period or resignation by a candidate.

During the entire program of outplacement the candidate is assisted by a **personal advisor** and has a number of **facilities** (equipped offices, reception, databases and information relating to companies and the main interlocutors of the labour market, computer tools).

We have seen with success more than a thousand of Managers (management and middle management).

⇒ **Group outplacement:** this service is designed to companies that have to face a situation of **exceeding staff and workers.** It is generally placed with a procedure for mobility and provides for the division in groups (six/twelve people) of exceeding staff and the assistance is generally provided in time (six/nine/twelve months).



**INFORMATION WHICH CERTIFY THE SUCCESS OF OUR COMPANY**

POSITION	KIND OF INTERVENTION	TIMING	SUCCESS %
MANAGEMENT	INDIVIDUAL OUTPLACEMET	5,32 MONTHS	97,35%
MIDDLE MANAGEMENT	INDIVIDUAL OUTPLACEMET	4,02 MONTHS	95,24%
EMPLOYEES/WORKER	INDIVIDUAL OUTPLACEMET	5,15 MONTHS	87,51%
EMPLOYEES*	GROUP OUTPLACEMENT	4,5 MONTHS	MORE THAN 95%
WORKER**	GROUP OUTPLACEMENT	3,7 MONTHS	MORE THAN 95%

\* In many cases the service was joint mobility.

\*\* The service is always joint mobility.

The quality of the service offered by S&A is supported by the percentage of reintegration of the assisted candidates, **the highest percentages in absolute** among the companies specialized in outplacement.

**DATA RELATING TO SOME PROJECTS OF GROUP OUTPLACEMENT**

TRADE	NUMBER OF CANDIDATES	TOTAL DURATION OF THE PROJECT	PERCENTAGES OF RE-STORAGE
Chemical	57	7 months	97%
Textile	39	1 year	86%
Chemical	23	1 year	85%
Engineering	14	1 year	100%
Engineering	10	10 months	90%
Agri-food	5	7 months	100%
Engineering	7	12 months	100%

## ***Business Coaching***

Business coaching is a speech aimed at management pointing to personal development and training of personnel, aimed at improving the performance of the individual or team organization.

- ⇒ **Executive Coaching**
- ⇒ **Team Coaching**

## ***Managerial Training***

S&A proposes personalized training routes designed and managed on the specific needs of the customer, focusing mainly on cross-cutting themes, in particular, the aim of the management of interpersonal relationships (leadership, management and coordination resources, improvement of communicative style, sharing of methodologies to cope with problems, production of functional and shared work tools, consolidation of the relationship with colleagues).

- ⇒ **Leadership Development**
- ⇒ **Manager Coach**
- ⇒ **Team Building**

## ***Testing Service***

The aim of testing service is to provide, through an objective instrument, a valid and concrete support to companies, both in the selection process of personnel and in the phase of evaluation for the definition of career paths. It is characterized as a quick, economic instrument, also thanks to a specific program of online administration.



# *Assessment Center*

The Assessment Center is a process of potential evaluation that is characterized by the use of different instruments (individual psychological interview, test, practical, group discussion) and various observers, allowing them to make an objective and accurate analysis of characteristics and of greater complexity and responsibility.

# *Organizational Climate Analysis*

Organizational climate is the employee's perception of the objective characteristics of an organization. A correct analysis of organizational climate is recommended in order to improve plans and/or company reorganization. It brings some advantages to the firm: the development of the organizational environment and the perception by the employees of obtaining individualized consideration from the organization.

# *Talent Retention*

S&A offers a complete service of talent through the identification of highly professional profiles within the organizational staff and the understanding of any reasons for which they could leave the organization, thereby stimulating the creation of a corporate policy of "retention", in order to prevent the loss of "talents".



The screenshot shows the website for S&A CHANGE, accessed via Microsoft Internet Explorer. The browser's address bar shows the URL <http://www.sa-change.it/>. The website header features the S&A CHANGE logo and navigation links: Home | La Società | Coaching | Formazione Manageriale | Outplacement | Testing Assessment | Talent Retention | Change Management | Mappa del sito. A row of partner logos includes FIOR DI RISORSE, FEDERMANAGER BOLOGNA, AIDP, and MANAGERITALIA. A main text block states: "S&A CHANGE è nata nel 1992 e negli anni si è particolarmente radicata nei territori dell'Emilia Romagna e Toscana, ha sedi a Bologna, Firenze, Milano, Roma e Genova. Nella società, oggi vi operano professionisti con oltre 15 anni di esperienza nell'area Risorse Umane, che offrono attraverso i servizi della società, consulenze in aree molto specialistiche. [\[continua\]](#)". Below this are three image-based sections: "Coaching" (with a photo of a man in a white shirt), "Formazione Manageriale" (with a photo of a man in a white shirt), and "Outplacement" (with a photo of a man in a white shirt). To the right are three boxes: "Approfondimenti" (with links for "Professione Coach: un pò di chiarezza >>", "Perchè scegliere S&A >>", and "Le nostre principali realizzazioni >>"), "I nostri Seminari" (with "Panna cioccolato e coaching" on 9 settembre 2010 and "Placement e Bilancio delle Competenze" on 25 maggio 2010), and "Newsletter" (with "Come trattenerne i talenti in azienda - Talent retention >>" and "L'outplacement in Toscana si consolida >>"). A footer section titled "Perchè scegliere S&A" and "Realizzazioni S&A" contains contact information: "S&A srl [www.sa-change.it](http://www.sa-change.it) - E-mail: [info@sa-change.it](mailto:info@sa-change.it) Sede legale Via C. Boldrini, 24 - 40121 Bologna - Tel. 051 240180 - Fax 051 240420". The browser's taskbar at the bottom shows the start button, several icons, and the system clock at 10:46.

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