

The current phase of the business strategies is creating a strong need of new competences to strengthen “international key roles” in order to get competitive advantages.

One of the greatest challenges for companies today moves around a different way to approach training and HR development processes to support employees in new situations to manage changes and to embrace new working approaches.

The decision to launch a “project of coaching” is aimed to elevate the performance levels, to be fully aware of our “capacity to impact” on the organization.

Coaching is considered a “high-valued methodology” to enhance and reinforce the performance of human resources as well as building up their managerial skills.

This method is useful with different targets of people :

- College Graduates, supporting them as they acquire the skills needed to address complex situations ;
- Professional experts, already identified for their high potential ; the coaching activities here support and consolidate their abilities in their several roles and improve their strategic skills ;
- Young managers, to sustain them so that they assimilate managerial skills and build up their leadership qualities for the key moments in their career ;
- Resources who are involved in international jobs and play a fundamental role when liaising with the client ; here the objective is to support them as they enhance their negotiating and strategic talents.

From an investment point of view, positive results can be seen on more than one level : for the person, because coaching helps individual growth, generates personal engagement, improves motivation, reveals new resources and hidden potential which, in turn, gives way to higher performance levels ; for the organisation, because it benefits from great productivity and better results ; for the company as a whole, because coaching presents a corporate culture based on empowerment, shared responsibility, conscious growth and a future-oriented outlook.

Another outstanding corporate move was that of training in-house coaches with the intention of both spreading the use of this methodology in a systematic way and supporting the line managers/coaches, working hand in hand with them like business partners, thus optimising results in terms of efficiency/effectiveness.