



Working for
your tomorrow

ENTERPRISE SOLUTIONS HR-CONSULTING

Consulting | Training | Coaching

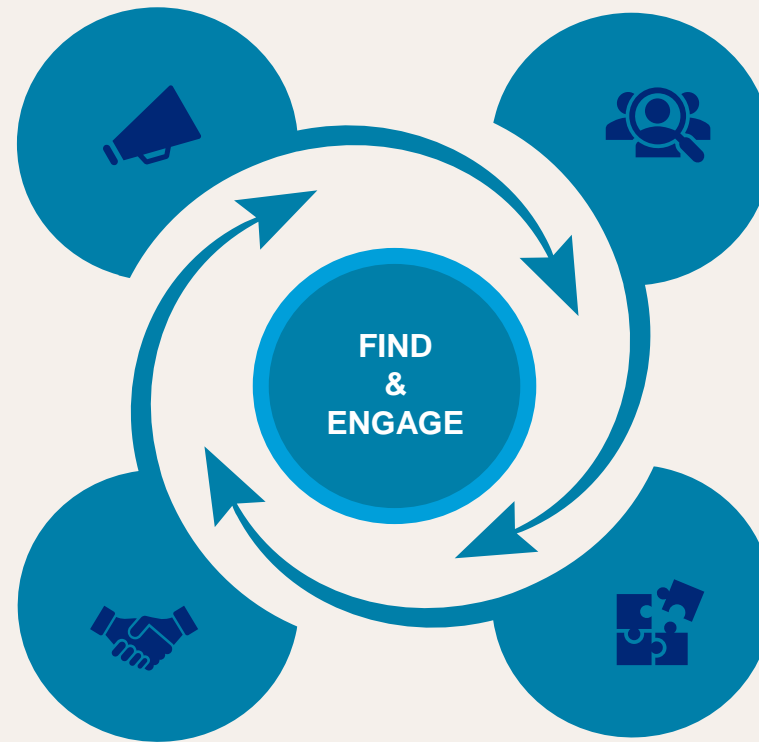
CIRCULAR RECRUITING PROCESS WITH HAYS

External image of the company: Talent attraction

- Development of individual recruitment strategies through brand experience
- Attractive employer positioning
- Strengthening of digital presence on LinkedIn and Xing
- Personal branding: beneficial content with strategy
- Employees as ambassadors of the company
- Making recruiting potential visible at all levels
- Social listening: identify, document and interpret social signals

Relationship management

- Potential of rejected candidates
- Efficient and sustainable communication of referral programmes
- Benefits in the age of new work
- Employee evaluation portals
- Potential of former employees
- Sustainable (digital) onboarding
- Team bonding and communication



Recruitment market approach

- Social recruiting: targeted approach of applicants
- Definition and evaluation of KPIs
- Digital relationship management: sustainable use of social networks
- Set-up of a pool consisting of potential new employees
- Emotional and authentic approach through storytelling
- Target group-specific active sourcing
- Job advertisements and cultural fit

Interview process

- Transparent, comparable interview steps
- Precise questioning techniques
- Interview process as an opportunity to strengthen the employer's brand
- Objectification of the selection criteria
- Proper advertising of the vacancy
- Creation of tension through a mix of methods
- Clear (digital) candidate journey
- Improved feedback times
- Conveying empathy and authenticity during the interview

HR – CONSULTING OUR GOAL



**Our goal is to
optimize the
candidate
experience for
your company in
the long term**



The focus of our HR consulting is on optimizing your recruiting processes



The daily contact and honest feedback from candidates give us a new perspective on the requirements towards your company brand



This is why we take a close look at your company's candidate experience



With an optimized application process, you will receive more qualified applications from your target group



HR-CONSULTING GOALS AND TOPICS



YOUR GOALS ARE OUR FOCUS

- Making the recruitment process more effective and efficient, taking into account given company specifications
- Challenging existing processes
- Transformation of existing processes in view of modern forms of work
- Increased transparency and clear structures in recruiting
- Making social media activities visible and measurable
- Increased employee retention
- Reduction of (early) fluctuation
- More qualified applications
- Time and cost saving
- Candidate centricity as a distinguishing feature



YOU HAVE QUESTIONS, WE HAVE THE ANSWERS

- Do you need HR consulting to implement new strategies such as hybrid recruiting?
- You are not sure if your application process is efficient?
- You don't know how applicants perceive your company and your application process?
- You have too few applicants or you have the impression that you are attracting the "wrong" applicants?
- Do you think that the staffing process takes too long?
- Do you want to advance the digitalization in recruiting and increase your digital presence?
- Do you think your interviews are not convincing applicants?

HR-CONSULTING FOCUS AREAS

CONSULTING | TRAINING | COACHING



THE SERVICE PACKAGE
of our HR consulting
includes a consulting and
training concept tailored
to your needs.

In doing so, we focus on
both your perspective as
a company and that of the
applicants.



HR-CONSULTING - OUR SERVICES

CONSULTING



Analysis and recommendations for action

Together with you, we analyse your currently existing processes and define recommendations for action. We examine all levels and identify potential for improvement.



Implementation

We integrate all persons involved and work together to implement the previously defined measures. It is important to us to pursue an individual and situation-dependent advisory approach.



Support and coaching

It takes continuous practice and goal alignment to implement new processes and internalise them. As experienced professionals, we accompany and coach you beyond the implementation phase.

TRAINING



Training 4 units / 8 units

- Training mix of:
- Theoretical input, incl. handouts
- Practical application through targeted exercises → Role plays, group work, individual work
- Repetitions to anchor the previously learned
- Feedback & transfer into everyday life

COACHING



Individual Coaching

90-minute individual coaching tailored to the respective needs (of the executive)



Jour Fixe

For the duration of e.g. half a year, there is a monthly exchange between the participants of the coaching sessions and the trainer to sharpen the contents.

COMPLIANT SOURCING® - OUR SERVICES

Compliant Sourcing®
is a **consulting**
concept developed by
Hays.

Our legal experts
support you in
structuring flexible and
compliant forms of
deployment in service
contracts.

With us, you always
keep an overview
despite the constant
legal changes.

CONSULTING



Analysis

Together we analyse
the currently existing
processes

We then carry out an
ACTUAL - TARGET
comparison.



Project plan

Preparation of a
detailed project report.



Results and recommend- ations for action

Derivation of the
recommendations for
action

Development and
presentation of the
results

TRAINING



Training

Training course: 'Legally compliant
deployment of freelancers'

- Legal framework
- Contractual arrangements
- Implementation in everyday work

YOUR CONTACT PERSON



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HAYS LOCATIONS IN AUSTRIA

Vienna

Europaplatz 3/5
1150 Vienna

Graz

Stempfergasse 3
8010 Graz



> 8 Years
Recruiting experience in
various industries

> 1.500 Job interviews
conducted

> 1.000 Active approach
of candidates
through active sourcing

> 240 Accompanied
application processes

> 120 Held consultations,
trainings and coaching