



PiCompany

Link the ambition of your organisation
with the performance of your employees!

Our vision

Organisations will continuously become more flexible. This will permit them to adapt more rapidly to the globalising world, where changes follow each other at a fast pace. People have a crucial role to play in ensuring the flexibility of organisations. More than any other investments, investing in people pays high dividends. People invest particularly in their own availability. Here they are optimally supported by organisations that state exactly what is expected of them and when they are succeeding. A people-first orientation combined with measurability lies at the heart of our concepts.

Permanently results-oriented

Organisations have ambitions. The definition of these ambitions in concrete terms by the organisation, by means of formulating a clear mission, with concrete goals and strategies, is vitally important to every organisation. Only then can the real work begin. An important question for the leaders of organisations is where the leverage point lies to permit them to move towards the realisation of their ambitions. It is ultimately the individual employee who must actualise these ambitions by means of personal performances and commitment:

People Improve Performance.

Solutions

PiCompany implements solutions in the field of performance management, leadership, competency development and

selection. These solutions contribute to the creation of a permanently results-oriented organisation.

Strategic choices

Today's organisations have to deal with a continuously changing environment. Doing the same tomorrow as today is a recipe for decline. It is also crucial to make choices - choices for a particular ambition and choices for the strategy required to successfully realise that ambition. The formulation of a clear mission with an associated vision and goals is of great importance. Success in such matters lies in the hands of managers and their employees. Transparently translating strategic choices into consequences for HR policy is therefore an important focus of attention for PiCompany.

Transparent guidance of results and behavior

The implementation of strategic choices in the organisation is an important first milestone on the road toward realising the ambition. This means formulating clear results-oriented goals for everyone in the organisation. Making clear commitments and also monitoring them requires a good design and implementation of performance management. PiCompany helps with this design and implementation. The process starts with setting the results-oriented goals of the organisation, for each department and each position.

Afterwards comes the interlinking of the required competencies and their definition in a clear role profile. To monitor a continuous focus on results and development by employees, the role profiles must be stored in an (online) annual cycle. Finally, it means training the managers in the skills required to offer transparent guidance to achieve the desired results and behaviours, and to help their employees see the added value of an organisation that is transparent about its target performance.



Leadership

To a large extent, it is the leaders who determine the success of organisations. Leaders make decisions, set the conditions for employees and serve as their role models providing inspiration. They operate at the strategy formulation level, and support managers at tactical and operational level. The formulation of strategic ambitions, making the associated choices, thus creating a clear leadership profile is the line of work of PiCompany. What requirements does the organisation set for its leaders? What are our top in-house potentials capable of at the

moment? How large is the gap between the leadership potential currently present in the organisation and what is needed in the long term, in view of the strategy being pursued? How can we bridge this gap and how can we measure who is managing to meet these requirements effectively and who is falling short? These are questions that PiCompany's consultants can answer, and thanks to which the success of organisations can be guaranteed, even in the future.

Selecting and developing passion and talent

Bring the right people into your organisation and keep them there. Place the right employees in the right role and extract the best from people. Maintain a continuous focus on development and efficiency. PiCompany implements a sophisticated tools and services concept for its clients to permit them to face up to the above challenges in the most appropriate way. As a result of its many years of experience, PiCompany possesses a broad spectrum of validated and scientifically founded, but more than anything practical, tools in the fields of behavior, personality, values, and intelligence. PiCompany also helps with the implementation of these tools, so that leaders are put in the position of being able to deploy their employees optimally and develop themselves. Performance Management thus becomes a daily part of doing business, and the basis for creating a 'high-performance organisation'.

Contact us

Would you like to know how PiCompany can link the ambition of your organisation with the performance of your employees? Then call us on +31 - (0)346 - 55 90 10. Or for additional information, visit www.picompany.nl.

PiCompany links the ambition of your organisation with the performance of your employees. We offer solutions in the field of performance management, leadership, competency development and selection.