



managing people
meeting aspirations

Natural growth





belief

We share a vision



CPM enhances high performance today for the delivery of tomorrow's business results

Ultimately, managing people is a shared responsibility, from the HRM staff to top-level decision-makers. The impact of efficient human resources management is no longer questioned. Today's HRM departments are driven by their company's goals and strategy while responding to each individual's aspirations. They express this by reducing costs, optimising processes and aligning talent assets with strategic objectives.

As a CEO or HR manager, you face new challenges every day. One challenge, however, always remains the same: how to turn your talent assets and the organisational platform into added value in order to deliver better business results. At CPM we will help you optimise your HRM, starting from your company's vision, strategic goals and insights, guiding you through the process of identifying, analysing and addressing your needs. We will increase your company's profitability, efficiency and continuity with a strong focus on the individuals in your company.

We understand that every company department, every individual – be they manager or co-worker – takes part in implementing the overall business strategy. That's why our approach covers the entire organisation and that's why we adopt an all-round view, assessing the different parts of your organisation and the impact they have on each other. In doing so, we will boost the company's and each employee's performance.

STRATEGY

Corporate goals and vision

FOCUS

Organisation

Individual

HRM

Processes

Cultures

Structures

SERVICES

Strategic consultancy

Selection

Recruitment

Talent management

ANALYSIS

Strategy: your perspective is our operating environment

That's why our consultants always start from a thorough understanding of your organisation, goals and strategy.

Focus: for each need, a tailored approach

We develop a situation analysis and define the project focus, meticulously assessing the scope of the work required at all levels – individual, HRM and organisational.

Analysis: processes, structure and culture mapped

In accordance with our business-oriented approach, we analyse the strengths and weaknesses of your organisation's corporate culture, processes and structure. We make sure there is a smooth interaction between these elements and that the whole is greater than the sum of the parts.

Services: tailored and efficient

Thorough analyses enable us to translate your needs into concrete and tailor-made recommendations and solutions at the right level. By implementing a customised approach, we ensure that all solutions reinforce each other, thus increasing the return on investment for your organisation.

We see each employee as an individual, with his own aspirations and ambitions. Our people's background and CPM's reputable techniques of attracting and finding the right people, working with them, training and assessing them have proved to be reliable and accurate.



partnership

Working hand in hand, we invest in an open, transparent and long-term relationship



Your organisation

Consultants who know your business, your structure and your processes – that's CPM. Improving them to enhance productivity growth is our goal.

CPM is a valuable business partner that helps your company to achieve Total Performance Management. We use HRM as a strategic tool for attaining the planned business objectives and translating organisational needs into customised operational services. Your results will be the measure of our success.

HRM

You might say that HRM is the 'heart and soul' of a corporation, defining its overall personality and culture. That's why HRM people play such valuable roles in the global business strategy. How to create a stable environment that enables the company to achieve its aspirations while at the same time meeting individual needs? This is where CPM steps in. Starting from a business-oriented approach that takes into account the corporate culture and principles, CPM will develop a specific solution that fits your company and people perfectly.

People

Your people are the engine driving your company. They keep everything going. Motivation and stimulation are important to each of them. Every person needs to find fulfilment in contributing to attaining the company's goals, at their own pace. CPM helps you find the right people and support them with efficient, transparent personnel management that works.

Job

That simple three-letter word means different things to different people. For some it's a life-long career, built on years of international experience. And for the lucky ones it's a true passion. Certain jobs require in-depth expertise and others a creative and intuitive personality. CPM guides people to new stages in their careers. That might be a job that challenges them. A job that makes them smile. A job that makes them dream. A job that makes them proud. A job that makes them... express themselves.



trust

Your trust is our motivation



Tailor-made services

Our solutions are the result of expertise, teamwork and business insights, shared between consultants. We offer a tailored approach and support in different fields:

Strategic consultancy

We obtain an umbrella view of your organisation and are committed to assisting you in analysing structures, processes, systems and staff in order to achieve performance improvement and growth in line with your business goals. We will help you on your journey to implement best practices in critical areas of your business.

Recruitment

Our search & selection approach is based on a thorough understanding of your business objectives and strategy. Our highly trained and experienced HR consultants translate that understanding into a detailed briefing and advise on the best method of recruitment, tailored to meet specific client requirements. We also recruit across all disciplines and industry sectors. That each assignment should be treated as unique is a core belief of our business ethos.

Selection

We put our extensive expertise in assessment at our client's disposal. Based on our complementary state-of-the-art assessment techniques, we are able to identify and chart competences of (potential) employees. These competences contain core qualities as well as function-specific requirements. The qualifications of each assessor guarantee us to formulate well-founded advice regarding the preconceived profile. We provide you with the core information to take a well-considered decision in a selection process. Also, sharing this information in an open feedback session with each candidate gives them the opportunity to strengthen their self-knowledge and further develop their skills.

Talent management

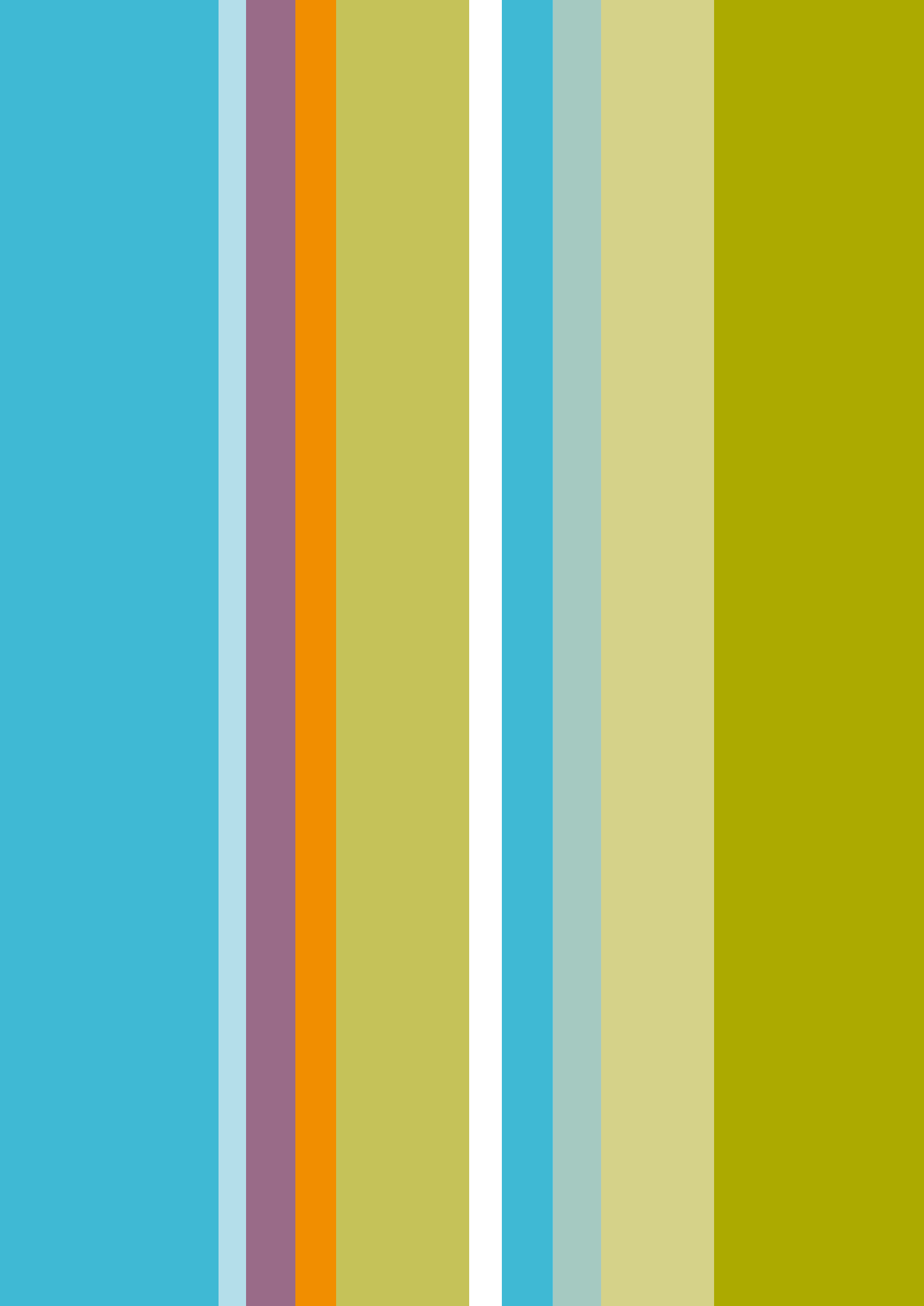
Talent management is about developing people, developing skills. You want to build a workforce with the right number of people in the right places and with the appropriate skills to ensure you deliver excellent services. We offer unrivalled experience in helping staff, teams and managers perform to their maximum potential, for their benefit and that of your organisation. We achieve this by helping you analyse your people's critical knowledge and skills.



responsibility

Your results measure our success





expertise We share HRM expertise

CPM helps you attract and retain the best people, improve motivation, develop tailored training programmes, assess people and structure personal employee development – that's our JOB. And for us, it is a passion. Together with you, CPM will do more than just manage short-term issues. We will help you to create a valuable, long-term HRM approach, starting with your business goals and aspirations. An approach that makes your job easier and inspires you to achieve more. An approach that generates a return on investment for your company and, most importantly, an approach that gives your employees the fulfilment they deserve within your company. CPM is the Belgian branch of both the CFR Consulting Group and ACE, whose member firms are located worldwide. CPM has offices in Antwerp, Brussels, Ghent and Hasselt.

At CPM, we have the people and expertise to make it happen.

For more information on our services, please visit www.cpm-hrm.be.

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Registered offices
Brusselsesteenweg 115
9090 Melle-Gent
T +32 9 252 63 58
F +32 9 252 63 59

CPM Ghent
Brusselsesteenweg 74a
9090 Melle-Gent
T +32 9 231 42 42
F +32 9 231 51 27
ghent@cpm-hrm.be

CPM Antwerp
Elisabethlaan 1 b4
2600 Berchem-Antwerpen
T +32 3 218 69 27
F +32 3 218 67 72
antwerp@cpm-hrm.be

CPM Brussels
Mechelsesteenweg 468
1930 Zaventem-Brussel
T +32 2 756 08 10
F +32 2 757 65 75
brussels@cpm-hrm.be

CPM Hasselt
Diestersteenweg 239
3510 Kermt-Hasselt
T +32 11 20 18 52
F +32 11 20 18 53
hasselt@cpm-hrm.be