




Kontekst HR
INTERNATIONAL GROUP

About company

Kontekst HR International Group is the first Polish consulting and training company, which is present on the international market. We are present in Poland, Ukraine and Great Britain.

We offer to our customers a complex competences development system for managers and specialists. The system is based on real needs, adjustment of innovation activities, which are linked with permanent research of effectiveness.

Kontekst HR was established in 2003. Experience of company founders and consultants is being developed since 1998 through projects realization concentrated on human potential development in many companies and institution.





Mission

Kontekst HR
International Group

Development of “soft” skills to achieve “solid” results – that's our mission. We activate human potential in organizations, mainly through **development of practical skills and shaping attitude** of our training and coaching participants.

Exercising our knowledge and experience we are searching for **complex and innovative** solutions, tailored to real needs. Searching for best-aimed solutions and using modern know-how, we want to **inspire** our customers to introduce suitable changes in managers and employees behaviour.



Values

of Kontekst HR
International Group

Kontekst HR International Group is a company, which develops its identity based on clear and stable values. It is a solid foundation for our future and for our success.

Ethics

We run an ethic business. Reliability towards our customers, employees and suppliers that is the foundation of our activity.

People

People are value! Knowledge, know-how, personality of our consultants build our brand. Constant development – that's what we require from ourselves.

Practice

We are practitioners. We put into practice all what we teach from the area of management. Our behaviour confirms the value of skills developed during coaching and training.

Innovation

We prepare a unique, creative solution for our customers. We are opened for changes and news.

Flexibility

We know how important for our customers is the ability to adjust to their needs, that's why we respond to it in every project we undertake.

Leadership

We constantly improve quality of our know-how, as we want to be a company, which creates quality standards on the market of research, consultancy and training in Poland.

9 reasons

supporting the choice
of Kontekst HR International Group

- 1. We run innovating training and consultancy projects.** Our customers expect from our company unconventional solutions, which will bring positive change in their organizations.
- 2. We have a complex offer.** Our support for customers we perceive in the broad context of management of a company. We offer system solutions instead of single, casual action
- 3. We are flexible.** We understand that in the modern world the ability to adapt to customer needs and expectations is the key success factor. We can be very flexible. We know how to induce that time and money don't spoil fruitful cooperation.
- 4. We have a stable group of consultants.** Kontekst HR International Group doesn't employ "free lancers". We are not anonymous. We guarantee the quality of each consultant.
- 5. We are in various sectors of the market.** We perceive our strength in possibility of cooperation with customers from various sectors of the market. It supports our development and broadening our experience.
- 6. We are practitioners.** In our opinion it decides about efficiency of training and consultancy. By such an approach we can share with our customers with all the knowledge and know-how gained during work experience and cooperation with customers in various sectors of the market.
- 7. We constantly develop tools and know-how.** The success of research, consultancy and training projects very often depends on proper usage of modern management methods and tools. That's why we constantly develop our know-how and improve the research, consulting and training tools.
- 8. We are set on long term cooperation with our customers.** Such an approach allows to deliver a very much tailored service. Having the opportunity to know philosophy of customers' operations, we can offer nonstandard solutions. We take care of our customers. Next to paid service our customers get the possibility to take part in free of charge consultancy.
- 9. We do not sell at any price.**

Quality Policy

Kontekst HR & ISO

The first priority for Kontekst HR
International Group
is a customer satisfaction.

We achieve it by complying with
customers' expectations, excellent quality
of our customer service and constant
improvement.

The quality policy standardizes performance of the Kontekst HR team. Quality management system secures fulfilling customers' expectations through:

- Constant extension of the offer,
- Continuous development of the consultants,
- Flexible adjustment to customers' expectations,
- Execution of our customers quality expectations,
- Training participants satisfaction,
- Fulfillment of requirements stated in our quality system.

We measure our quality targets in order to monitor continuous development of Kontekst HR.

The management system of Kontekst HR fulfills **ISO 9001:2000** norm requirements.

Customers

We have the privilege to cooperate with more than 100 organizations and institutions. Among others our customers are:

3M Poland, Instytut Biotechnologii Surowic i Szczepionek Biomed,
Agencja Rozwoju Pomorza, International Paper Polska,
Agora, Jabil Assembly Poland,
Air Products, Jabil Circuit Poland,
ALD Automotive Polska, Jabil Circuit Ukraine LLC,
American Express, Kancelaria Senatu RP,
Armatura Kraków, Kimball Electronics Poland,
Avery Dennison Polska, Kraft Foods Polska,
Bank Millennium, Lasy Państwowe,
BNP Paribas o/Polska, Marks and Spencer Poland,
BOC Gazy, MDDP – Michalik, Dłuska, Dziedzic i Partnerzy,
BRE Bank, Ministerstwo Obrony Narodowej,
Commercial Union Polska Towarzystwo Ubezpieczeń na Życie, Monier,
Conforama Polska (Leroy Merlin Polska owner), Mostostal Warszawa,
Euromark Polska, Nestle Polska,
FM Logistic Polska, Nivea Polska,
Gematlo, Onninen,
Get it, Opel Polska,
GlaxoSmithKline Pharmaceuticals, Philips,
Harper Hygienics, Polar / Whirlpool Polska,
HAVI Logistics, Polfarma,
Herbapol Lublin, Politechnika Szczecińska,
Hogart, Polkomtel,
Huber+Suhner, Polska Konfederacja Sportu,
Hudson Polska, Polski Koncern Naftowy ORLEN,
Infosys BPO Poland, Presspublica,

PriceWaterhouseCoopers Polska,
Rockwool Polska,
ROTO FRANK Okna dachowe ,
Samorząd Województwa Pomorskiego,
Servier Polska,
Sferia,
Sharp Electronics (Europe) GMBH,
Sharp Manufacturing Poland,
Shell Polska,
Sodexho,
Sulzer Chemtech Polska,
Sygma Bank Societe Anonyme o Polska,
Syngenta Seeds,
Synovate,
Szpital Specjalistyczny św. Zofii, Warsaw,
Toyota Motor Poland,
Toyota Motor United Kingdom,
Toyota Motor Industries Poland,
Toyota Motor Manufacturing Poland,
Unilever Polska/Algida,
Urząd Marszałkowski Gdańsk,
Vectra,
Wabco Polska,
Wincor Nixdorf.

We invite you to visit our website at: www.konteksthr.pl to get further information.



Consultants

Kontekst HR International Group cooperate with 22 people-international team. Eight people are certified by International Coaching Community as international coaches.

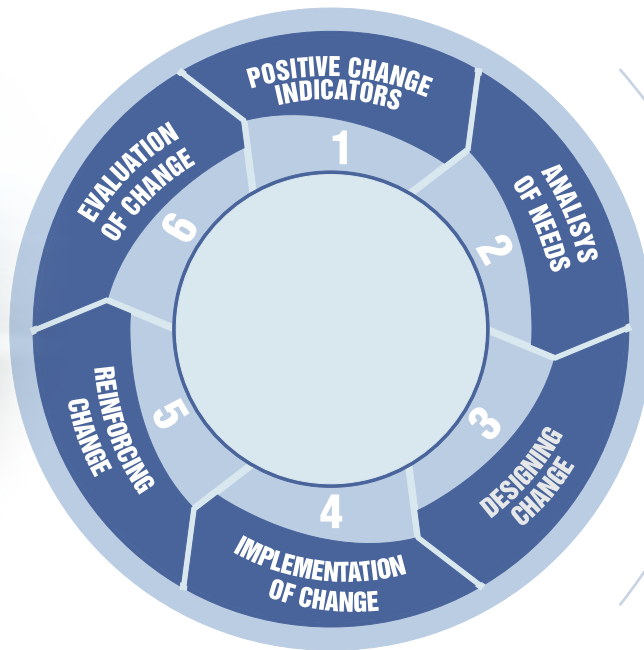
All consultants are included in development system, which guarantees to our customers the highest level of training and consultancy competencies. Consultants are encouraged for personal growth and extension of their knowledge and skills.

The scope of service

We offer to our customers a complex scope of service in following areas:

- HRM consulting,
- Training,
- Coaching,
- Outsourcing of training organization.

Positive Change Management System



We ensure the outstanding quality of our service by a modern system of positive changes introduction in our customer organizations. We entitled it Kontekst HR Positive Change Management System (PCM).

The system is based on six succeeding and supporting each other stages:

- Precise definition of a positive change, based on business metrics,
- Gap analysis of needs and competencies,
- Planning of a changes program tailored to company needs,
- Implementation of a up-to-date development activities,
- Consolidation of the change by supporting actions aimed towards participants of the change, and towards their superiors,
- Measurement of the level of achieved change, based on solid indicators.

Training

The target of training delivered by Kontekst HR International Group is to develop practical knowledge of participants. Training methods used by our company allow the participants of courses to apply acquired competencies straight away after returning to the company.

We offer 6 areas of training:

- Context of leadership,
- Context of management,
- Context of coaching and training,
- Context of a team,
- Context of sales, customer service and negotiations,
- Context of a project management,
- Context of personal effectiveness.

Detailed description of above fields are available on www.konteksthr.pl

During training sessions we bring into practice interactive techniques, which allow fully utilize experience of participants and improve their practical skills. Our training method is being constantly developed, and improved.

Every training session is precisely profiled for organization and participants expectations and needs.

If there is such a customer need, we can measure the training effectiveness on a level of: participants reaction, knowledge and skills in a training room or working environment conditions. We offer Return of Investment (ROI) measurement concerning training sessions conducted for a given customer.

Coaching

The essence of coaching is a close cooperation with a customer, based on **trust, strong motivation, and openness for a change.**

We base our coaching projects on the holistic approach of International Coaching Community (ICC). This concept takes into account an approach that human behaviour is being influenced by more factors than knowledge and skills; others very important are: system of opinion and beliefs, rooted habits in a way of thinking and acting, values, sense of identity, a proper balance between the personal and the professional life.

A stability of a change is based on genuine (very often unconscious) resources of a given person.

Consultancy

While running consulting projects Kontekst HR International Group uses the 3-stage model of Gerard Egan. We cooperate with a stable team of practitioners, who gained their experience while working on managers positions in well known Polish and international companies.

In the scope of consulting area our specialists support customers in a preparation stage and the further introduction of HRM processes such as:

- Audits of HRM systems,
- Recruitment process,
- Performance appraisals system,
- Motivation systems,
- Competencies models,
- Job descriptions,
- Career and succession planning, talent management programmes,
- Retention programmes,
- Transition programmes,
- Training systems,
- Internal PR supporting HRM process.

Going along with consultancy, we also offer:

- 360° degree evaluation,
- Assessment Centre,
- Development Centre,
- Employee satisfaction and opinion surveys,

In consulting projects we use Success Insight method and two Kontekst HR author's methods: Competencies Gap Measurement and Triangle of Managers Competencies.



Training organization

Additionally to consultancy service, coaching and training we can take over Your responsibility of organization training projects or company integration events. We will find and book a suitable place, organize a transport for participants, take care of the group, and prepare PR for the enterprise.

Our consultants can prepare the meeting or integration event with the highest quality.

We can also take over the recruitment and responsibility for logistics of the training project if it is the customer request.





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