

EXEO

EXEO CONSULTING





EXEO CONSULTING

IMPROVE THE ORGANIZATION PERFORMANCE AND INCREASE THE VALUE OF THE HUMAN CAPITAL

Exeo Consulting proposes itself as Partner of Organizations in order to support them in the definition of the strategies and in the implementation of those actions aimed at maximizing company performance.

This will be accomplished through the participation in Organization and Human Resources Function, in line with its strategic goals and its specific cultural context.

The competence of our professional team is our main strength. This competence has been developed during twenty years of experience both in the sphere of management consultancy and in that of Human Resource and Organisation, Commercial and Manufacturing Functions, in the most important big and middle size firms in Italy and abroad.



EXEO CONSULTING

Exeo Consulting operate in the following
main areas of activity:

- Organization Design and Change Management
- Human Resources
- Commercial
- Manufacturing
- Quality, Security, Environment Systems
and Socio-Ethical Management
- Training and Knowledge Management
- Operative Risks



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ORGANIZATION DESIGN AND CHANGE MANAGEMENT

- Design and implementation of organization and process changes, concerning the whole company or single functional areas.
- Planning and implementation of actions and tools to manage changing processes.

HUMAN RESOURCES

- Analysis, design and support to the implementation of tools and actions for the improvement of the Performance of Human Resources Function: definition of organization and process strategy and policies, of performance indicators, of the informative systems.
- Analysis, design and support to the implementation of **systems and processes to manage and develop the Human Resources Function**, with reference to the definition of **profiles of role** of key resources and managerial resources, based on the **standards of performance** and connected to the **competences model**.
- Design and realization of **development plans**, from the evaluation process (assessment center, interviews, committees, self evaluation) to the creation of individual improvement' plans and the support (coaching) to their realization, also with the use of on line tools and methodologies.



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COMMERCIAL

- Analysis, design and support to the implementation of tools and actions to **optimize and develop the Commercial Area** through the consistency **evaluation among the commercial plain**, the human resources and the organization.
- Definition of **objectives, performance and profitability indicators, benefit programs** for the vendor force.

MANUFACTURING

- Analysis, design and support to the implementation of tools and actions for the **Performance and Production Process improvement**, through the **quick diagnosis** of performances, **economic losses measurement** and the use of precise optimization's **methodologies and continuous measurement of performances**.

QUALITY, SAFETY AND ENVIRONMENT

- Analysis, design and support to planning, implementation and maintenance of **quality management systems** concerning, **quality, safety, environment and enterprise social responsibility, respecting the ISO international standards**.

TRAINING AND KNOWLEDGE MANAGEMENT

- Design and realization of **training plans**, using **eLearning** tools and advanced methodologies too.
- Design and realization of support tools to the performance, both papery and informatic type, such as **knowledge management system, portals, help desk on line.**

OPERATIVE RISKS

- Analysis, design and support to the implementation of operational risks management systems, mainly in the financial sector, through the following approach assisted by informative tools: the analysis of processes, risks mapping, the **definition of mitigation actions** and the **continuous measurement of the results.**



Exeo Consulting supports **Accenture** in the sales and in the fulfilment of consultancy projects **in the Human Resources area**, operating as an external but integrated “centre of excellence”, as regards the above-mentioned activities, **in Italy and abroad** (Greece, Turkey, East Europe, Russia, Middle East)

Exeo Consulting co-operates also with **Fondazione Italiana Accenture** supporting it in the execution of some important national and international projects in the area of **education and disability**.

In partnership with **SDG** (www.sdgitaly.net), a Company specialized in **Information Technology**, Exeo Consulting develops products and services focused on the **improvement of Client’s IT and organizational processes**. In this field **Exeo Consulting and SDG** have designed integrated methodologies of organizational intervention supported by IT tools for the **management of operational risks**.

Exeo Consulting is a **GIDP’s** partner with which organize a “**Specialization Course on the Development Human Resources**”.



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Some of the main Exeo Consulting' **Clients:**

Arner Bank
Azienda Provinciale dei Servizi Sanitari di Trento
Cariparma
CFMT
CogemePiù
Corner Bank
Dietsmann
ENI Corporate University
FAO
Fondazione Italiana Accenture
Gruppo Intersettoriale Direttori del Personale
INAZ
Manageritalia
MTC Vodafone Kuwait
NEC Europe
NEC
ItalySasol
Schiedel
Umniah Jordan

Exeo has in its professional belongings of resources and partners, job experiences with some of the main national and international Groups:

Gruppo Telecom Italia, Vodafone, T-Mobile, H3G, Gruppo FIAT, Pirelli, ABB, Edison, Merloni Elettrodomestici, Italcementi, Bayer, Dompè, Chiesi, Gruppo ENI, Poste Italiane, Nestlè, Gruppo RCS, Banca Intesa, Unicredit, BNL.



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