

## Your partner in Human Resources

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FLY2CONSEIL offers you its advice

Our core competency consists in coaching individuals and organisations during transitions, thanks to a rich experience and know-how acquired in the field of services and STIC during more than 25 years.

### ① Individual coaching

The method is focused on people and transitions,

- It takes into account dimensions like “why change?” and “what to change?”
- It encompasses the elaboration of a “passport of individual skills” including an in-depth approach of the personality and its dynamics,
- It also consists in the construction of a “personalised professional project”, and even included coaching.

**Our conviction:** transforms together a transition into an opportunity in order to better live one's future professional and personal life.

### ② The coaching of organisations in a transition includes 2 steps:

- **The co-elaboration and co-construction of the transition process** which go with :
  - a thorough understanding of the transition situation relying on both the actors and the structure
  - a study of the transition to make, to live and to succeed

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- the implementation of a transition process and its management
- the management of the transition effects, namely through an emphasis on oppositions
- the elaboration of an evaluation and the definition of perspectives

**Our conviction: the success of a transition relies on the understanding and the self appropriation of the meaning of the transition thanks to the confidence in the actors and in the respects of mankind.**

- **The operational management of a transition** which deals with:

- the identification of careers path
  - the role of managers in a transition
  - the missions of internal advisors
  - the tools : the manpower planning, communication, the redeployment unit, the development of skills and coaching of mobility,
- the process of “feeling reassured through a job”, skills assesments.

FLY2 CONSEIL has also developed an original concept of management coaching of a transition or of an evolution strategy within the company :

*from management diagnosis to the development of individual and collective performance.*

**Our conviction: transition management deals with the leading of a right process and the implementation of relevant tools**

FLY2 CONSEIL offers you its **training activities**

## **Coaching of a transition**

- Management of a transition : seminars for Top executives, training for middle management, etc
- Tools for a transition
- Plan for saving jobs

## **Skills/competencies and HR management**

- Competency process (conception and implementation)
- Training plan : from individuals to the company
- Professional individual development : building one's personalised professional project (PPP)

## **Evaluation:**

- Recruitment interview: from the process to the interview
- Job description: from the process to the description
- Annual interview: from the process to the interview

## **Management of the HR function**

- The HR function and its missions: examination of situations through different angles, from present trends to the management of the HR of tomorrow (HR manager 1<sup>st</sup>, HR and ICT)
- Management system and human management



FLY2 CONSEIL offers you:

- ▶ **Its experience in Human Resources and Management during more than 25 years** in the field of the services and the environment of Sciences and Techniques of Information and Communication (STIC).
- ▶ **Its skills acquired in large organisations in France and abroad**, mixing public and private sectors,
- ▶ **Its device and methods** acquired thanks to a diversified experience HR Manager relying plus a postgraduate diploma ( DEA HR Development) and a MBTI certification
- ▶ **Its abilities to conceive and train** in topics such as the management of a transition, interviewing, tutoring, thanks to a concrete experience in training acquired throughout professional life
- ▶ its recent achievements conception and development of a training and accompaniment unit in management transition for an international organisation; training for a well knew training organization



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