



Talent Explorer

Added value in the selection and integration of your apprentices

Develop the Talents of your Future Apprentices

Talent Explorer is **a new method of detecting behavioural skills** that identifies the natural strengths favourable to a field of activity.

The result provides **a clear vision of natural skills or attitudes** that represent **the professional potential of each**.

The method provides an analytical support which precisely indicates **people of young age who have the personality, skills, and the development capacity necessary** in a type of apprenticeship.

Through its original concept and pertinent results, the Talent Explorer method guides the young **with a positive and constructive approach** during training.

Successful companies offer their apprentices training that is conform to their personality.

Why Make an Evaluation of Behavioural Skills?

- **Help In the hiring decision** by providing accurate and detailed information on the knowledge, attitudes, and on becoming of the future apprentice.
- **Identification of the professional potential of a person of young age** to optimise his/her integration and development within the company.
- **Contribution** for a constructive dialogue upon the entry of a young person in the company.
- **The beginning of an optimal coaching** possible through the understanding of the apprentice of his/her natural functioning (self-image, self-confidence, motivational keys).

Our Assets

T-Consells SA is a consulting firm in human resources, vocational guidance and career planning.

We assist our clients in achieving their projects and bring practical solutions tailored to their needs.

It is also a team of multidisciplinary and multicultural professionals, able to create customised programmes according to your corporate culture.





The Programmes

1) Evaluation of Behavioural Skills

- ✓ On-line evaluation and self-evaluation based on questionnaires completed by future apprentices on our website
- ✓ Preparation of an analysis panel giving an overview of the talents of each candidate (self-image, self-confidence, motivational keys)
- ✓ Debriefing on the behavioural skills of each apprentice with the training instructor of the company
- ✓ Recommendations and further analysis according to need

2) Monitoring of Hired Apprentices

(complementary programme to the evaluation)

- ✓ Individual or collective debriefing, reading of talents with each apprentice and his/her training instructor
- ✓ Analysis of their talents being in line with their apprenticeship and study of their development potential within the company

3) Guidance of hired apprentices

(complementary programme to the evaluation)

- ✓ Individual coaching for the development of one's talents to succeed in one's apprenticeship

Rates

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| 1) Evaluation of the behavioural skills of future apprentices with debriefing to the training instructor | CHF 350.- pp |
| 2-3) Debriefing of hired apprentices or individual coaching | CHF 250.-/h |

Other Benefits

- ✓ Assessments and Human Resources Consulting
- ✓ Interview of professional, social, and managerial skills
- ✓ Individual programme on « Develop the Potential and Performance of your Collaborators »
- ✓ Workshop "Detect the Talents and Behaviours Needed for the Practice of a Vocation"
- ✓ Seminar « Mobilise the Talents of your Teams and Improve their Performance »
- ✓ Seminar « Detect and Adapt the Leadership Styles of your Managers »



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