

zetaservice®

People Potential Awareness

La consapevolezza al centro

**Verso un nuovo modello di accompagnamento
e crescita delle persone in Azienda.**

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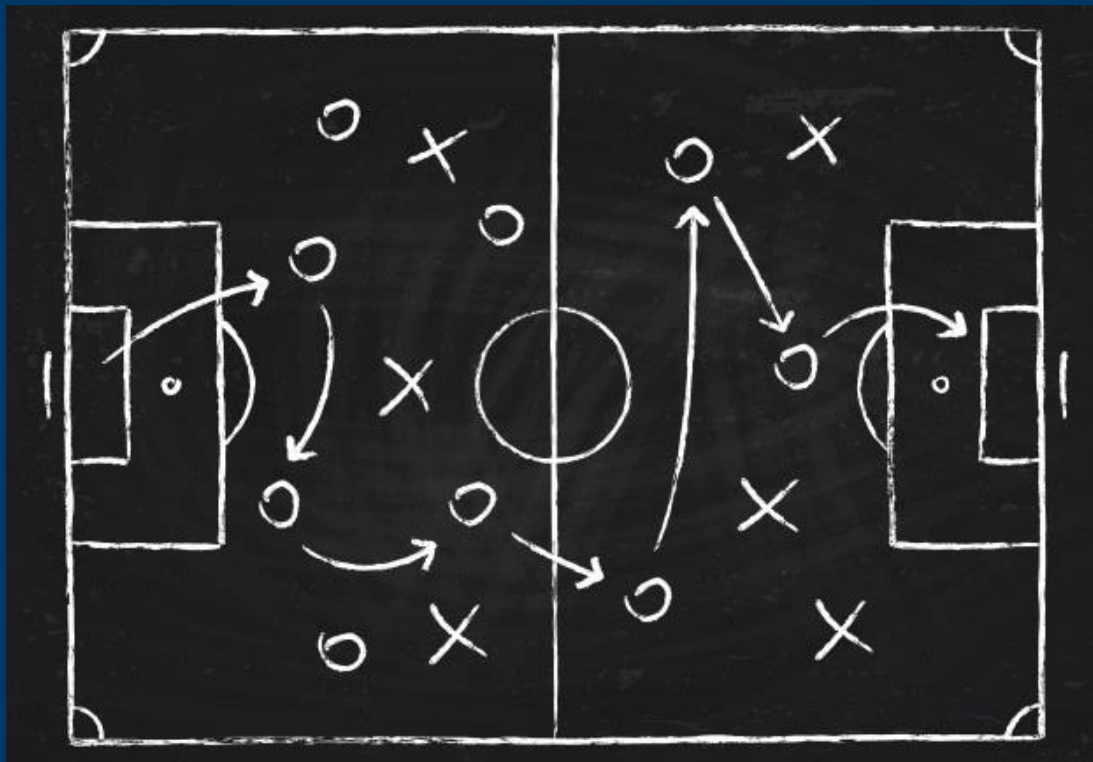
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Senior HR Consultant

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**Lo scenario attuale:
cambia lo Schema di Gioco
Attraction e Retention al centro del dibattito HR**



La risposta:
un **approccio integrato**

Talent Attraction - Selezione - Formazione e Sviluppo



• La NOSTRA risposta:

• Sviluppare il **potenziale**
attraverso la **consapevolezza**

Un nuovo messaggio

Per rispondere ai fenomeni attuali servono:

Cura, interesse

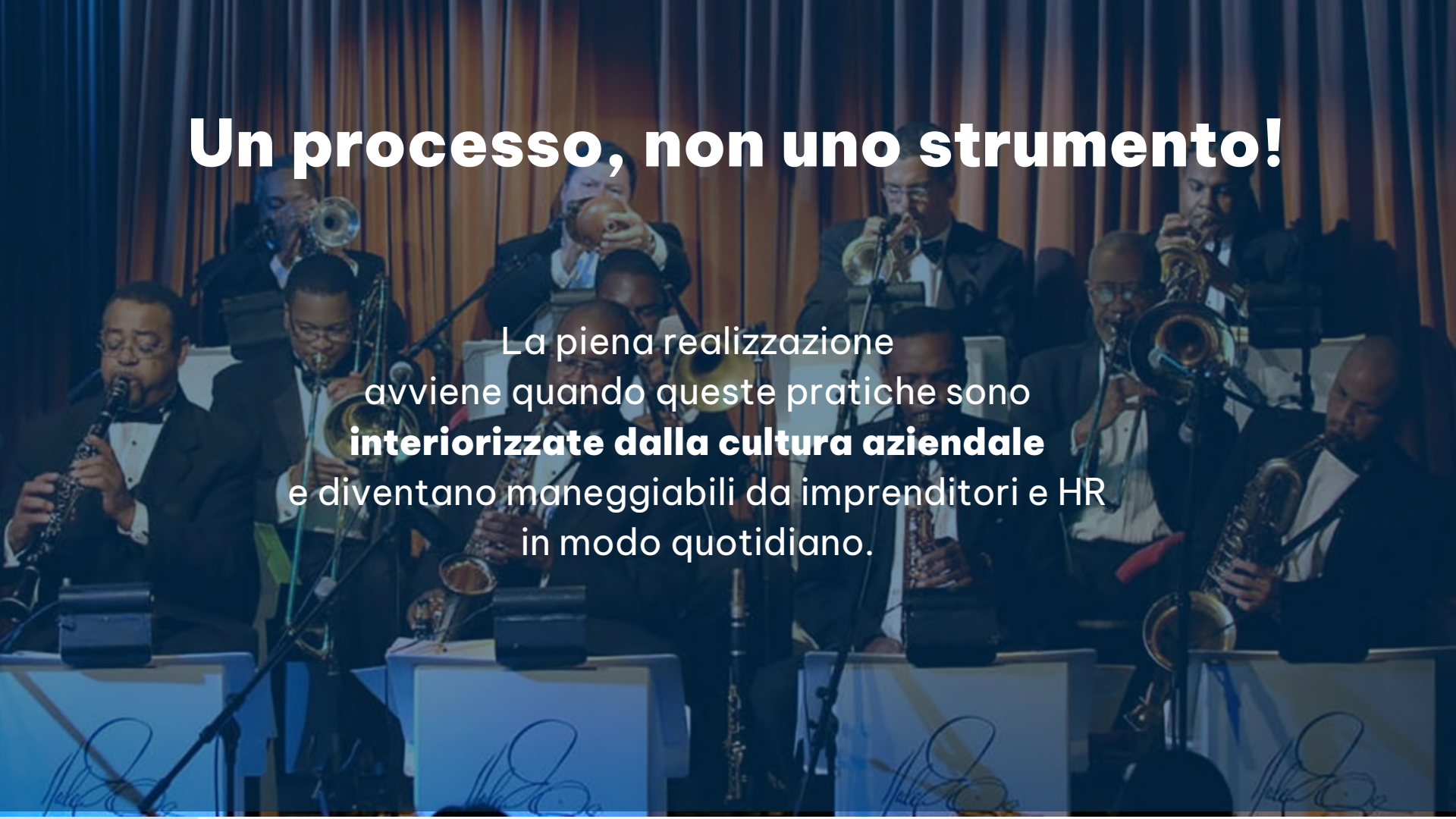
Trasparenza

ASCOLTO

Coerenza e fiducia

Un processo, non uno strumento!

La piena realizzazione
avviene quando queste pratiche sono
interiorizzate dalla cultura aziendale
e diventano maneggevoli da imprenditori e HR
in modo quotidiano.





Un nuovo Modello

Un **processo** che unisce:

Strumenti mutuati dalle classiche
metodologie di **Development Center**

Strumenti di **coaching**

Approcci **psicologici** allo sviluppo del sé

Le nostre bussole





People Potential Awareness

Momenti dedicati alle persone



***Momenti strutturati individuali o giornate-evento**
dedicate alle persone: candidati e dipendenti.*

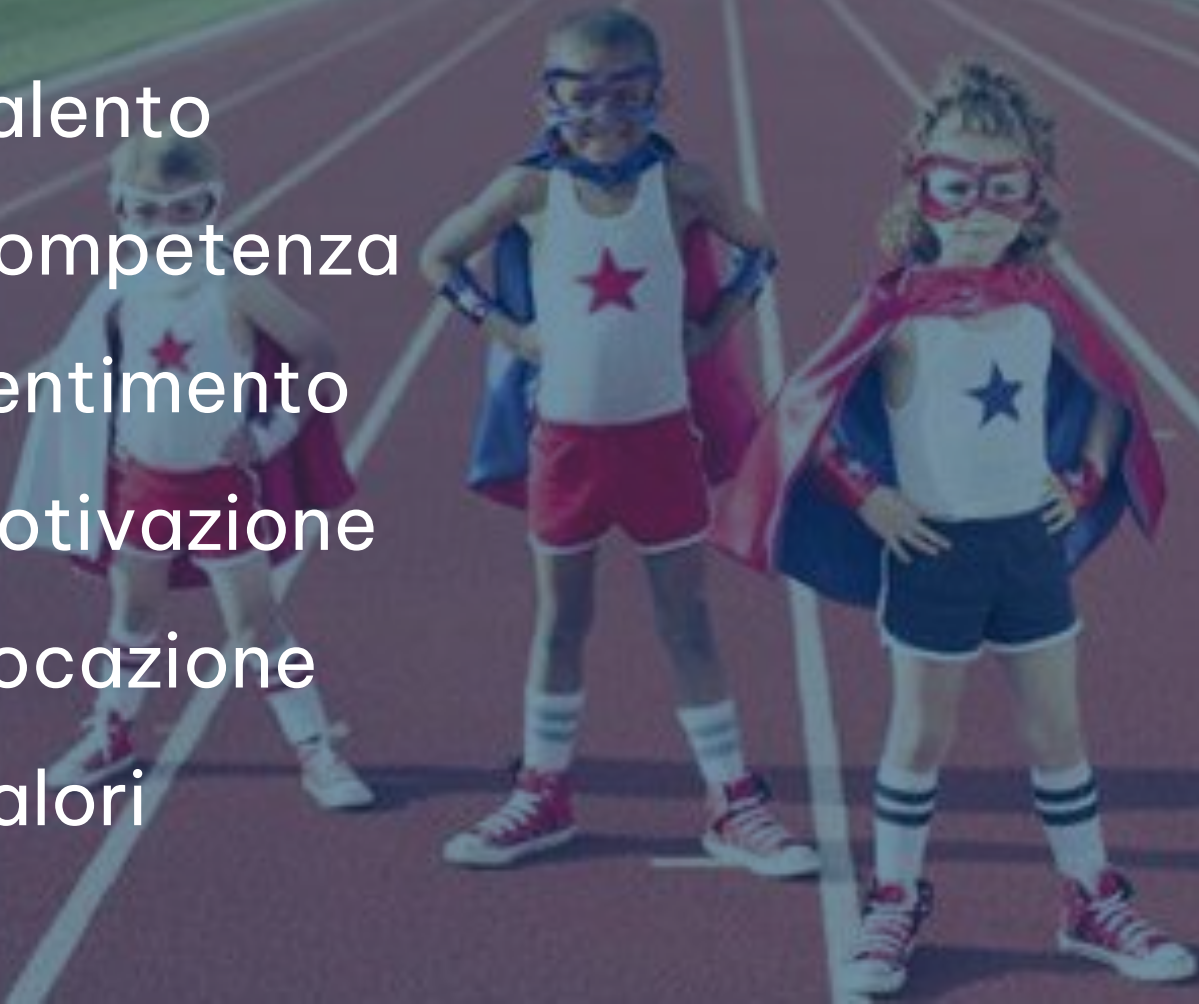
Con frequenza sistematica

*Obiettivo: sviluppare il potenziale attraverso la
consapevolezza.*

A photograph of three young children standing on a red running track, dressed as superheroes. The child on the left is a boy wearing a white tank top with a red star, red shorts, a white cape, and a white mask. The child in the middle is a boy wearing a white tank top with a red star, red shorts, a blue and red cape, and a blue mask. The child on the right is a girl wearing a white tank top with a blue star, dark blue shorts, a red and blue cape, and a red mask. They are all standing with their hands on their hips, looking towards the camera. The background shows the track curving into the distance under a clear sky.

**Cos'è
il potenziale?**

- Talento
- Competenza
- Sentimento
- Motivazione
- Vocazione
- Valori



A photograph of two people, an adult and a child, racing down a paved street on skateboards. They are both wearing goggles and have their arms outstretched in a streamlined position. The adult in the foreground is wearing a brown helmet and a white t-shirt with an American flag design. The child behind them is also wearing goggles and a white t-shirt. The background shows a blurred street and distant hills under a clear sky.

**La persona accede davvero al
meglio di sé, al fine di perseguire
prestazioni eccellenti**

A top-down view of various fresh ingredients arranged on a rustic wooden surface. The ingredients include a coconut, wooden spoons and a fork, yellow cherry tomatoes, red tomatoes, fresh parsley, a cucumber, a red crayfish, a head of garlic, green onions, a corn cob, a black eggplant, a piece of salmon, lettuce, and several large shrimp. The text "La ricetta del PPA" and "Quindi quali sono gli ingredienti?" is overlaid in the center.

La ricetta del PPA
Quindi quali sono gli ingredienti?

Condivisione e prevedibilità per le persone

- Story telling e cura della narrazione
- Creare clima di condivisione dell'iniziativa

Cura del contesto:

- Awareness partner/coach
- Alleanza con la persona




Prove diversificate

- Messa alla prova/allenamento
- Autoriflessione /esplorazione
- Pensiero per l'azione





**Momenti di feedback:
dare e ricevere feedback**



FUTURE

PRESENT

PAST

Awariness Path Report


Reportistica **condivisa**

Co-costruzione

Piano di sviluppo personale

A photograph of a jazz band performing on stage. The band consists of several musicians playing brass instruments like trumpets and saxophones. They are dressed in formal attire, including suits and tuxedos. The stage is lit with warm, golden light, and the background features vertical curtains. A blue semi-transparent overlay covers the entire image, and white text is centered over it.

Come la Ricetta del PPA diventa Cultura Aziendale?

A photograph of a jazz band performing on stage. The band consists of several musicians playing brass instruments like trumpets and saxophones. They are dressed in formal attire, including tuxedos and suits. The stage is lit with warm, golden light, and the background features vertical curtains. A semi-transparent blue overlay covers the entire image, and white text is superimposed on it.

**HR, manager e imprenditori
diventano...**

Empowerment Partner

Diventare Empowerment Partner



***Trasmissione di know how
Allenare Imprenditori e HR
Ownership di Processo***



**Quando innescare
un processo di Awareness?**



**Un valore aggiunto per il Sistema:
Candidato, dipendente, organizzazione**

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