



People Potential Awarness

La consapevolezza al centro

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

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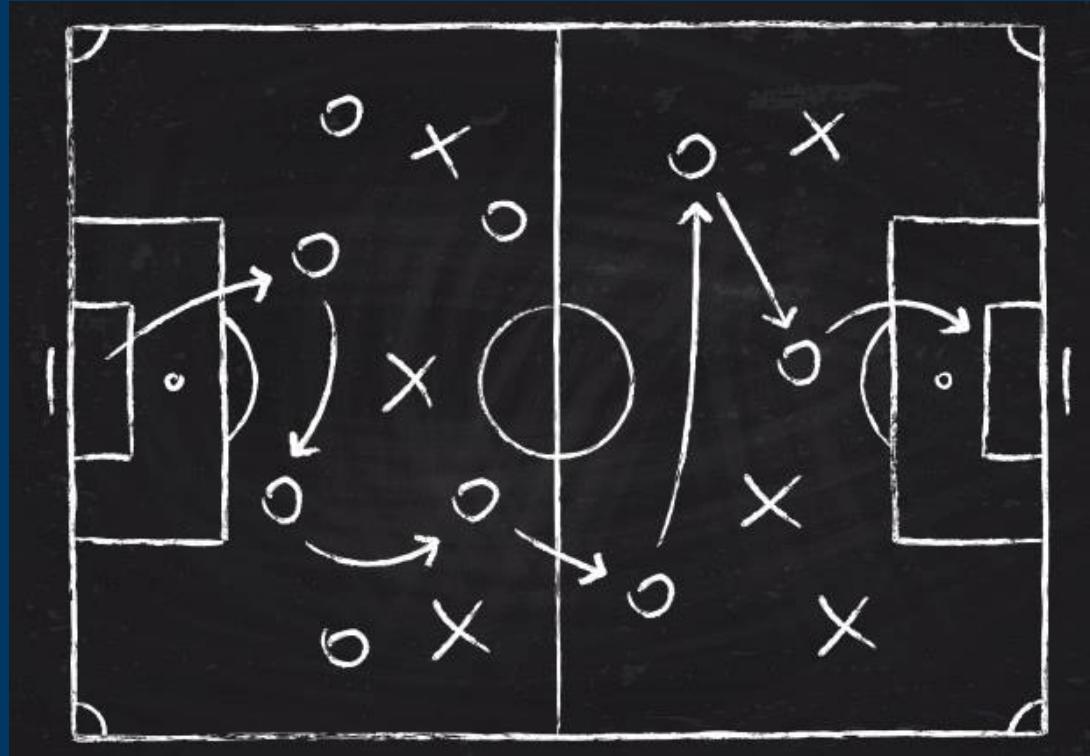
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**Lo scenario attuale:
cambia lo Schema di Gioco
Attraction e Retention al centro del dibattito HR**



**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:

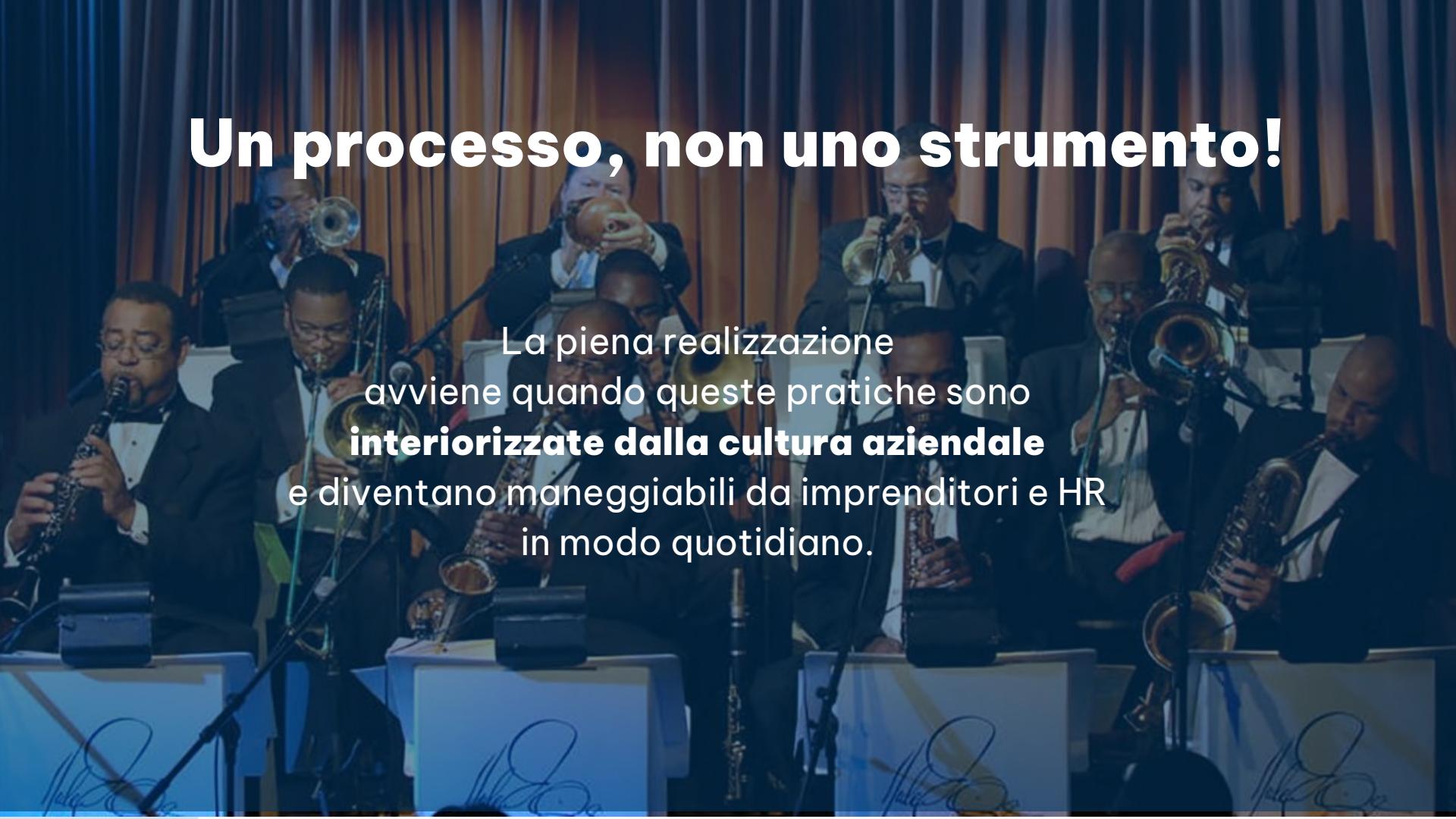
Cura, interesse

Trasparenza

ASCOLTO

Coerenza e fiducia

Un processo, non uno strumento!

A photograph of a jazz band performing on stage. Several musicians are visible, playing various instruments like saxophones, trumpets, and a tuba. They are dressed in dark suits and ties. The stage has warm lighting with vertical wooden panels in the background.

La piena realizzazione
avviene quando queste pratiche sono
interiorizzate dalla cultura aziendale
e diventano maneggiabili 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



A group of diverse people in a modern office setting, sitting around a table and engaged in a discussion.

People Potential Awareness

Momenti dedicati alle persone

A group of six people are gathered around a white conference table in a modern office. They are all looking towards the center-left of the table, engaged in a discussion. The room has large windows in the background, and there are some plants on shelves. The lighting is bright and even.

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

Con frequenza sistematica

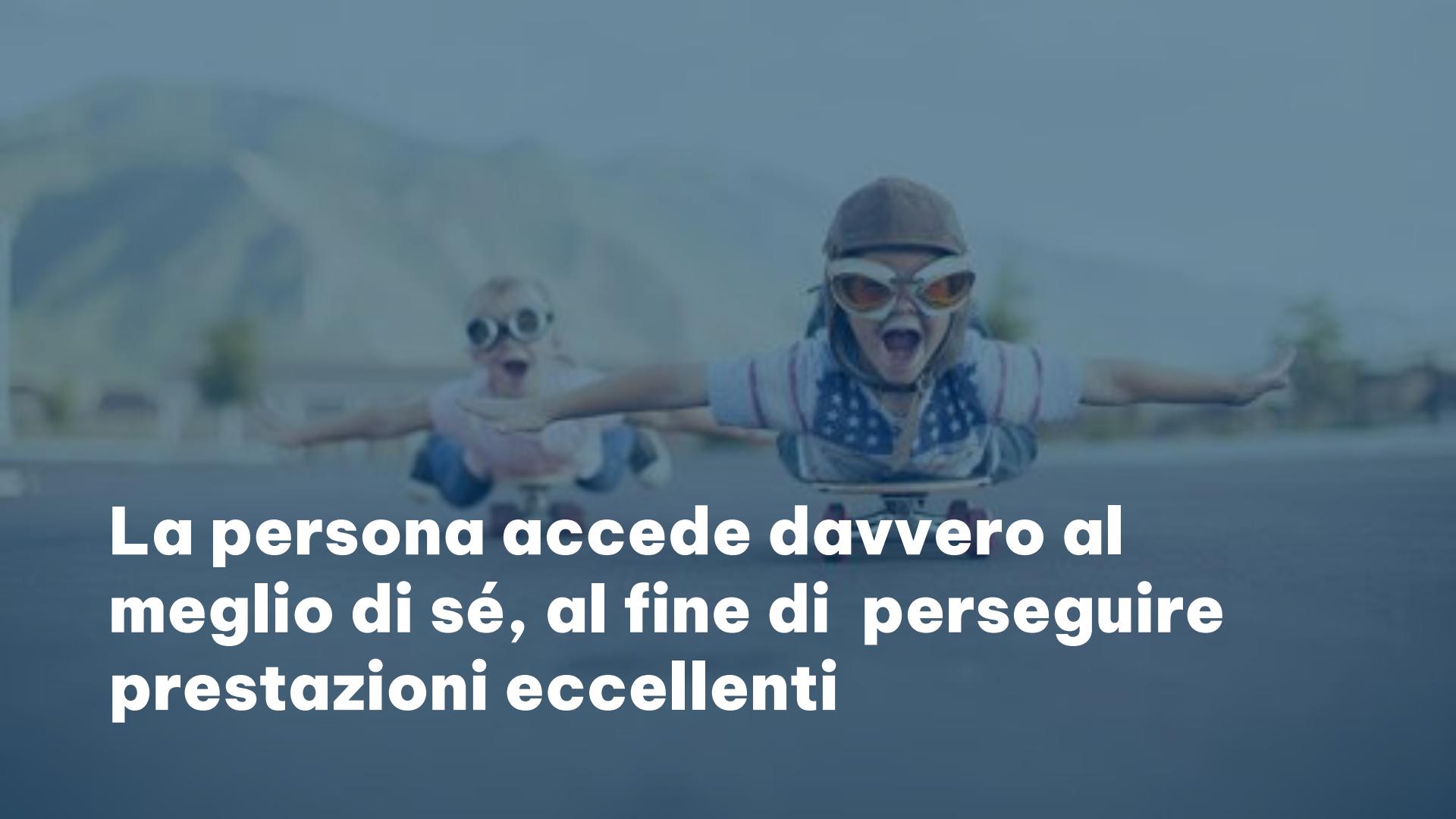
*Obiettivo: sviluppare il potenziale attraverso la
consapevolezza.*

A photograph of three young children dressed as superheroes standing on a red running track with white lane markings. They are wearing white tank tops with a red star, red or blue shorts, and capes. They also have superhero masks and glasses. The child in the center has their hands on their hips, while the others have their hands at their sides.

**Cos'è
il potenziale?**

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



A photograph of two young children, a boy and a girl, wearing goggles and a cap, flying through the air with their arms outstretched. They appear to be having fun, possibly playing with a toy airplane or glider. The background is a blurred outdoor setting.

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



**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:

- Awarness 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



Awareness Path Report

Reportistica **condivisa**

Co-costruzione

Piano di sviluppo personale

A photograph of a jazz band performing on stage. There are ten musicians visible, all wearing dark suits and glasses, playing various brass and woodwind instruments like trumpets, saxophones, and clarinets. The stage has vertical wood paneling in the background.

**Come la Ricetta del PPA diventa
Cultura Aziendale?**

A photograph of a jazz band performing on stage. There are ten musicians visible, each playing a brass instrument like a trumpet or a tuba. They are dressed in dark suits and ties. The stage has wood-paneled walls in the background.

**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 Awarness?**

A cluster of colorful hot air balloons against a clear blue sky. The balloons have various patterns, including stripes in shades of red, yellow, green, blue, and white. Some balloons are more prominent in the foreground, while others are smaller and further back.

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

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