

THE TSCF TRUST – SYNOPSIS OF OUR SERVICES

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| FIELDS IN CONSULTANCY | TYPES OF INTERVENTION | TYPE OF WORK CARRIED OUT TECHNIQUES USED | TYPES OF RESULTS OBTAINED |
|--------------------------------------|--|--|--|
| PROFESSIONAL DEVELOPMENT/P.D. | <ul style="list-style-type: none"> <i>Individual Assessment</i> <i>Individual Empowerment</i> <i>Career Guidance</i> <i>Individual and Collective Outplacement</i> | <ul style="list-style-type: none"> <i>Analysis of Aspirations and Achievements</i> <i>Coaching</i> <i>Staff Redeployment Units (creation and management)</i> | <ul style="list-style-type: none"> <i>More successful careers</i> <i>Autonomy & Proactivity at work</i> <i>Better resource allocation</i> <i>Staff redeployment, staff quantitative & qualitative adjustment</i> |
| CHANGE MANAGEMENT/O.D. | <ul style="list-style-type: none"> <i>Diagnosis of Organization</i> <i>Diagnosis of Competencies</i> <i>Diagnosis of Innovation</i> <i>Assessment of Social Climate</i> <i>Management Development (M.D.) Programs</i> | <ul style="list-style-type: none"> <i>Psychosocial surveys identifying blockage points and assets for change</i> <i>Team Building</i> <i>Personalized coaching for managers</i> <i>Education programmes for managers strengthening their managing skills</i> | <ul style="list-style-type: none"> <i>Increase in the ability to change and anticipate</i> <i>Increase in creativity and innovation</i> <i>Better adaptation to new working conditions</i> |
| CROSS-CULTURAL MANAGEMENT | <ul style="list-style-type: none"> <i>Corporate Training Programs</i> <i>Support to Relocation</i> <i>Support to Foreign Investment</i> <i>International Seminars and Conferences</i> | <ul style="list-style-type: none"> <i>Individual or collective training for all staff categories</i> <i>Involvement of experts in a cultural and information objective</i> | <ul style="list-style-type: none"> <i>Better understanding improving coordination</i> <i>Generation of new corporate culture</i> <i>More relevance by trading and negotiating</i> <i>Better understanding of crucial cultural issues</i> <i>Generation of new attitudes</i> |