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# Consultancy model of human resources policy oriented towards structural changes

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# Components of the consultancy model

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- EU legal provisions and activities
- Action fields
  - Criteria
  - Measures
  - Methods
  - Indicators
  - Tools
- Process consulting
- Requirements for the selection of human resources development consultants

# Action fields

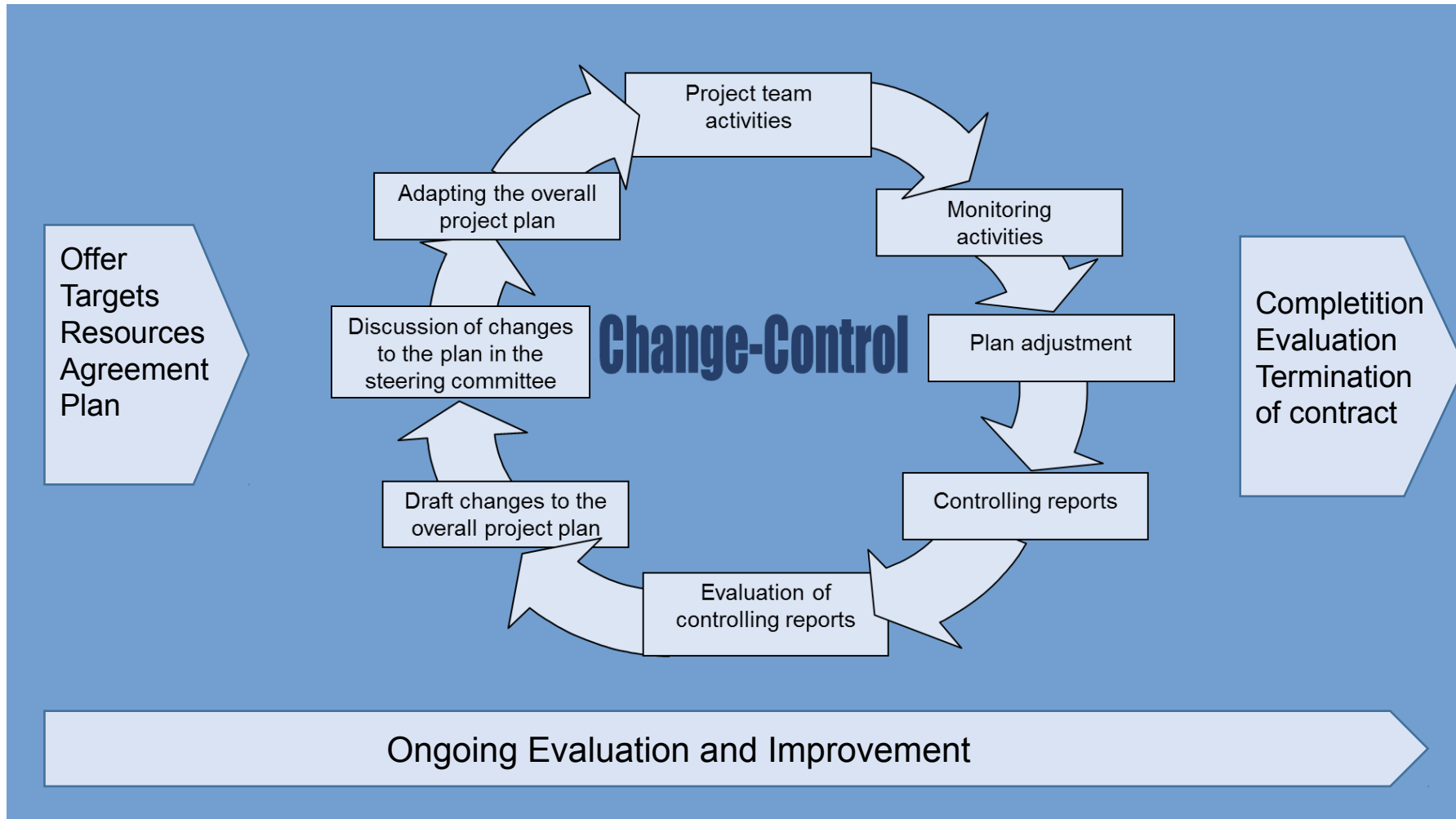


- Criteria
- Measures
- Methods
- Indicators
- Tools

# Process model



*Needs*  
*Expectations*  
*Chances*  
*Risks*  
*Interested parties*  
*Limitations*



# Factors of success



visible and obligatory commitment of the leadership

graduated involvement of participants and persons affected

consistent process orientation

holistic approach

target-oriented analysis

realistic resource planning

differentiated measures that meet the needs of the company and the employees

transparent processes and intensive communication

ongoing evaluation

# Competence of the consultant

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1. Personal abilities
1. General knowledge and skills
2. Knowledge and skills specific to HRD
  - a. General HRD principles, methodologies and techniques
  - b. HRD relevant knowledge
3. Knowledge and skills specific to the organization
  - a. Statutory and regulatory requirements
  - b. Product, process and organizational requirements
  - c. Management practices
4. Work experience
5. Maintenance and improvement of competence