



**EMPOWER US  
HR CONSULTING  
OFFER**

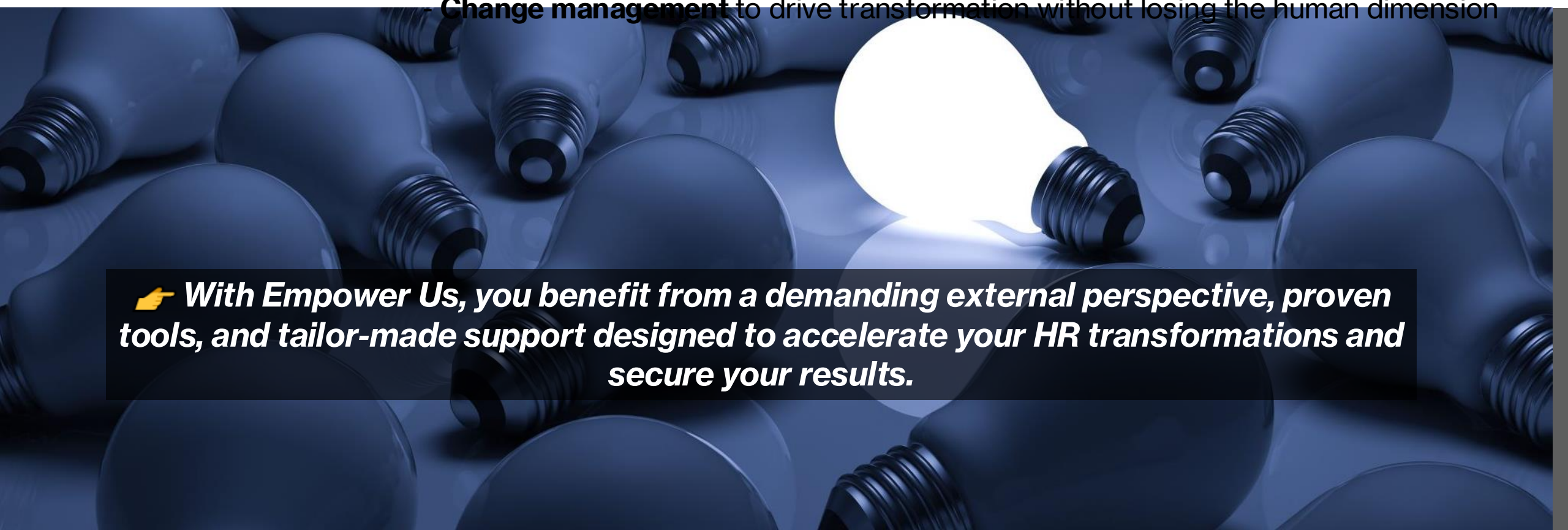
**Think. Dare. Act. Succeed.**

# HR Consulting. From vision to execution

Our mission: to help you *align business vision, organization, and human capital.*












We work across the full HR spectrum:

- **Strategy & diagnosis** to inform your decisions
- **Talent development** to secure your key capabilities
- **Recruitment & employer brand** to attract and retain the best
- **Organization & collective performance** to streamline work and increase effectiveness
- **Social climate & risk prevention** to combine well-being with lasting performance
- **Change management** to drive transformation without losing the human dimension



**➔ With Empower Us, you benefit from a demanding external perspective, proven tools, and tailor-made support designed to accelerate your HR transformations and secure your results.**

# "HR Compass" Offer: Strategic diagnosis to redefine your HR direction

-  **Objectives**  
Take a step back to move forward more effectively: reveal strengths, close the gaps, and realign the HR function with the company's vision
-  **What we do for you**  
Full HR audit: processes, organization, management culture  
Mapping of skills, talent, and key risks  
Workforce planning: strategic headcount planning  
Strategic alignment: HR ↔ business vision ↔ management culture
-  **Methods & tools**
  -  SWOT and PESTEL matrices adapted to HR
  -  People Review & 9-Box Grid
  -  Forward-looking scenarios & workforce analytics
  -  Sector benchmarks & innovative practices
-  **Benefits for you**
  -  A clear and shared view of your strengths and points of attention
  -  A strategic map of your human resources
  -  A redefined, realigned, and operational HR direction

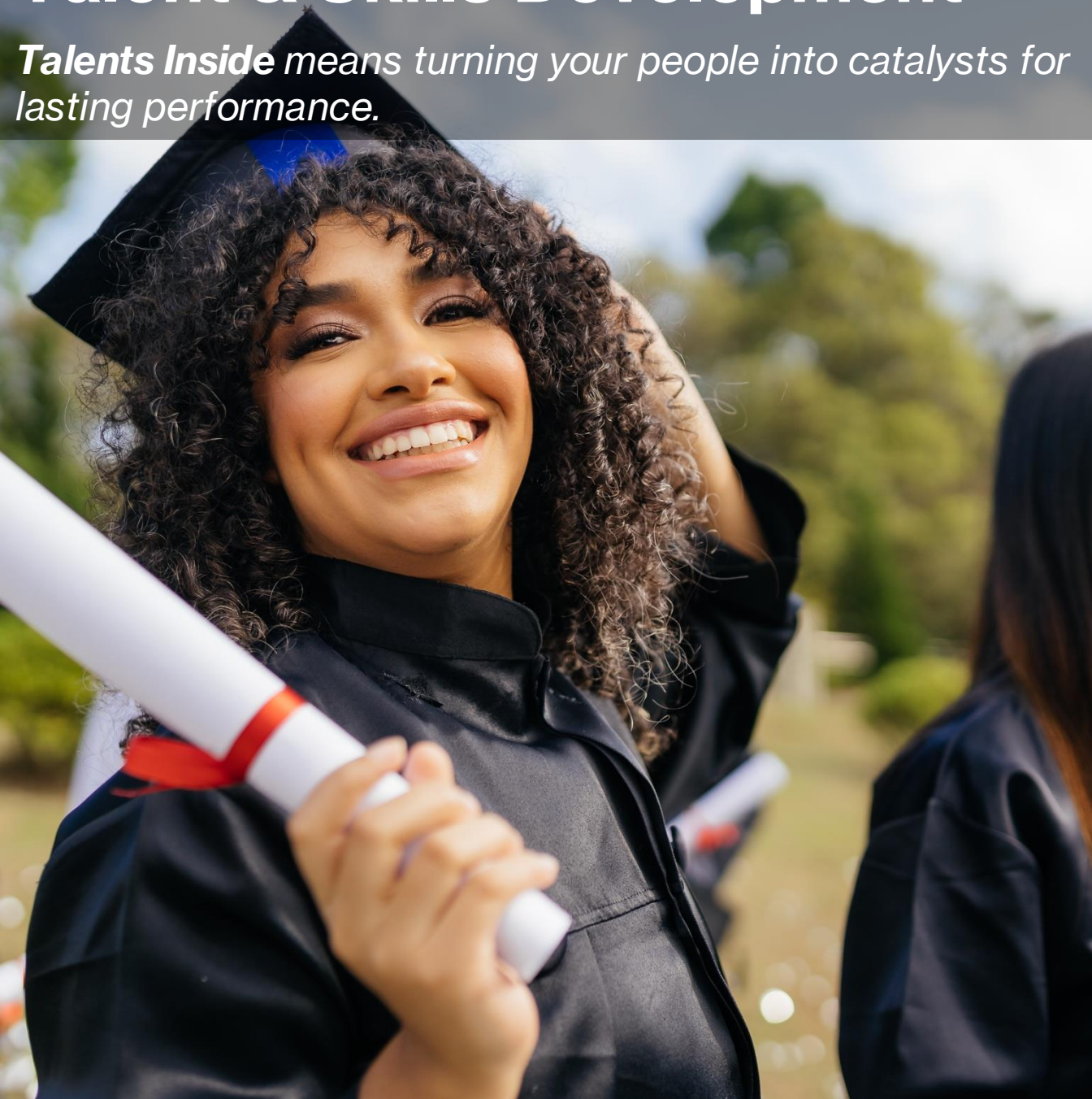
## HR Diagnosis & Strategy

*With HR Compass, you gain more than an audit: you gain a clear vision, a precise direction, and a pragmatic roadmap.*








# Talent & Skills Development

*Talents Inside means turning your people into catalysts for lasting performance.*



## "Talents Inside" Offer: From mapping to action: reveal and grow your internal potential

-  **Objectives**  
Grow your talent to grow your business
-  **What we do for you**  
Creation of competency frameworks  
Development plans: GPEC / GPECT / GEPP  
Identification of high potentials & implementation of targeted mentoring programs  
Performance reviews & succession planning
-  **Methods & tools**
  -  Skills grids and progression matrices
  -  360° interviews & assessment centers
  -  Development benchmarks & best practices
  -  Mentoring programs and internal coaching
-  **Benefits for you**
  -  A clear and structured view of your internal talent
  -  A concrete action plan to develop and retain your people
  -  A more agile organization, ready to meet strategic challenges



# "Talent Magnet" Offer:

Become attractive to the right profiles by strengthening your human capital.

-  **Objectives**

Attract, recruit, and retain the best

-  **What we do for you**

Optimization of the recruitment process

Employer brand development


Coaching for hiring managers and brand ambassadors

Creation of engaging and distinctive onboarding and offboarding experiences

-  **Methods & tools**


-  Candidate journey audit & friction-point analysis

-  Digital campaigns & tailor-made HR storytelling

-  Training and coaching for managers on the art of hiring

-  Immersive and gamified onboarding journeys

-  **Benefits for you**

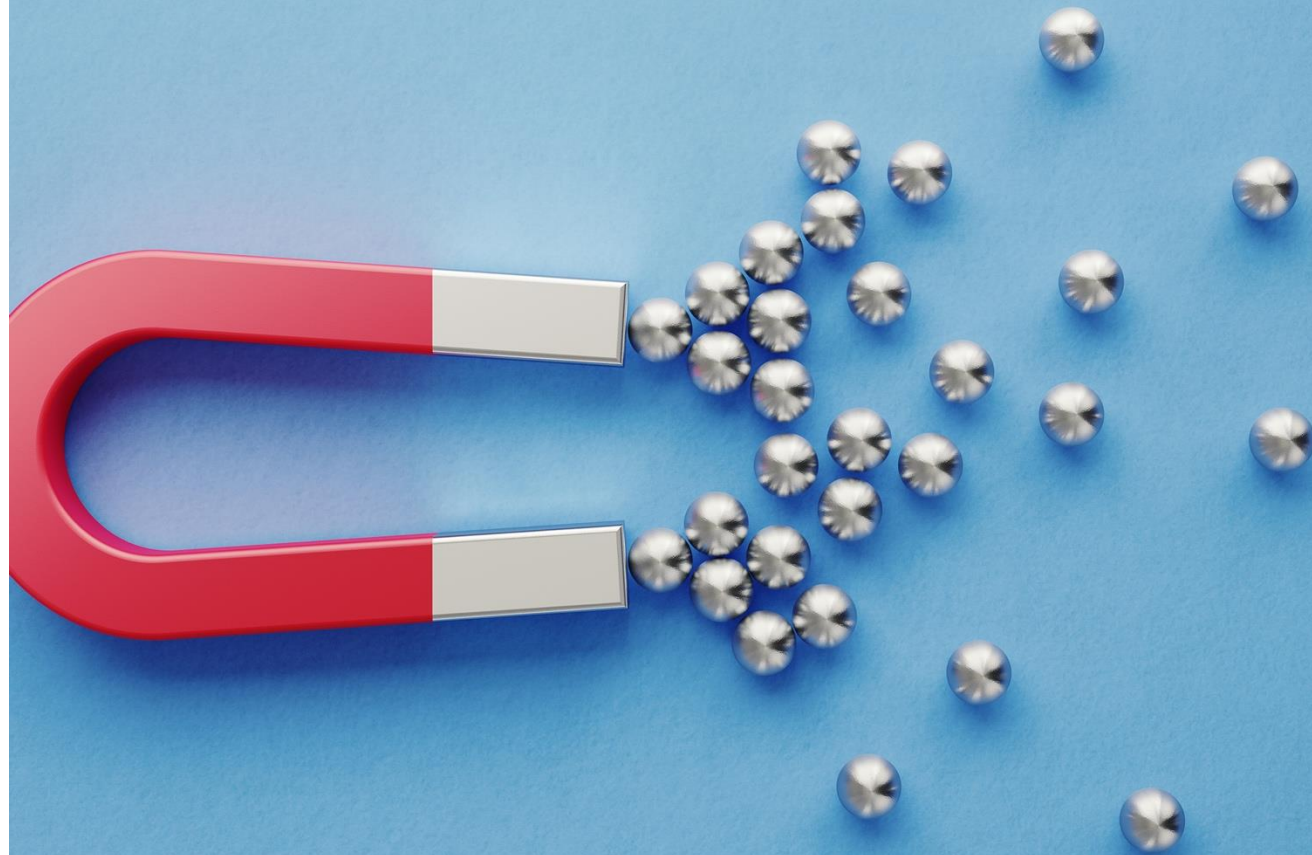
-  A company perceived as an employer of choice

-  Faster, higher-quality, and more sustainable hiring

-  An employee experience that strengthens retention

# Recruitment & Employer Brand

*With Talent Magnet, become the company top talent wants to join... and never leave.*











# Work Organization & Collective Performance









*A structured and human-centered mission to turn your ways of working into a true driver of shared performance.*



## Offer: "Team Booster" Optimize collective effectiveness while strengthening cohesion.

-  **Objective: A clear and fluid organization that drives progress.**  
An effective organization is not about rigid processes, but about the right balance between clarity, flow, and team engagement. We help companies build work environments that stimulate performance without sacrificing collective well-being.
-  **Our key interventions**
  - Organizational diagnosis
  - Implementation of hybrid work
  - Engagement surveys & action plans
  - HR indicators & performance steering
-  **Methods & levers used**
  - Mapping roles and responsibilities, RACI, functional org chart
  - Designing and facilitating collaborative workshops on work organization
  - Implementing hybrid work charters and collective rituals
  - Social climate surveys and tailored HR dashboards
-  **Benefits for you**
  -  A clear organization that avoids duplication, gray areas, and tension
  -  Greater fluidity in day-to-day work, even remotely
  -  Engaged teams who feel heard and empowered to drive change
  -  Lasting performance, thanks to HR steering based on relevant indicators

# "Climate +" Offer: For calmer, more engaged, and more sustainable teams.

-  **Objective: Combine performance with lasting well-being.**  
Because a high-performing company is built on teams that are calm, engaged, and confident, we help your organizations turn quality of work life into a strategic lever: reducing tension, preventing risks, and creating a social climate that supports collective performance.
-  **Our key interventions:**
  - Quality of work life surveys & social climate barometers
  - Psychosocial risk prevention & mental load analysis
  - Discussion groups & collaborative workshops
  - Quality of work life charters & shared commitments
-  **Methods & levers used**
  - Social climate measurement tools & anonymous questionnaires
  - Psychosocial risk prevention techniques, Karasek model, Siegrist model
  - Co-construction workshops and collective intelligence
  - Deployment of concrete actions rooted in operational reality
-  **Benefits for you**
  -  Reduce psychosocial risks and anticipate crises
  -  Improve employee engagement and retention
  -  Build a lasting climate of trust and calm
  -  Make quality of work life a strategic pillar of overall performance

# Quality of Work Life, Social Climate & Risk Prevention

*A comprehensive mission to turn your quality of work life practices into a competitive advantage.*



# Change Management

*Our conviction? Change is not just about processes. Above all, it is a human journey.*



## "Changing Together" Offer

**A structured and human-centered methodology that places your people at the heart of successful transformation.**

**🎯 Objective: Deliver successful transformation without losing the human dimension.**

Companies today are facing accelerated transformation: digitalization, new organizational models, mergers, reorganizations, evolving roles... But behind every project lies a human reality: teams to mobilize, managers to equip, and a culture to preserve or evolve.

**🔧 Our key interventions:**

Take the pulse: understand your challenges, your specific context, your resistance points, and your strengths

Build the path: define a realistic and inspiring change management strategy

Mobilize key players: give HR teams, managers, and internal champions the tools and posture they need to bring their teams on board

Create buy-in: turn resistance into energy, and uncertainty into commitment

**📌 Our areas of intervention**

- Change management in sensitive contexts, mergers, reorganizations, digital transformation, new ways of working

- Tailor-made coaching for HR functions and key managers

- Clear, human, and engaging transformation communication

- Management of collective emotions and support in addressing resistance

- Creation of internal communities and change ambassadors to spread and embody the dynamic

**💎 Benefits for you**

- 🌟 Deliver your transformation projects without losing engagement or performance

- 🌟 Align managers and HR around a clear, consistent, and mobilizing posture






- 🌟 Build a lasting dynamic that goes beyond the initial project and evolves the culture

- 🌟 Reduce resistance by creating meaning and making teams active players in the change

# Your exceptional HR projects, tailor-made for you

Because every organization faces its own unique challenges, we go beyond our catalog of offers.

We design exclusive missions for you, built on:

-  **Our strategic expertise:** more than 10 years of experience in HR and management transformation
-  **Total commitment:** a team fully involved by your side, from diagnosis to impact in the field
-  **Unique solutions:** designed, tested, and adapted exclusively to your reality
-  **Lasting results:** transformations that stand the test of time and strengthen your teams
-  **At Empower Us, every tailor-made project becomes a lever for HR excellence.**

*Your challenges are unique. So are our solutions.*

