



## OUR NEW SERVICE CATALOGUE

**2022**

Kogwheel Consulting Ltd has been contributing successfully to the field of employee selection and development for more than 20 years. During this period, we have implemented a number of successful international projects in the CEE region. We are constantly growing and we have doubled our sales revenue in the last year.

Our highly trained and experienced consultants help companies select new employees (**recruitment**), **develop individuals, teams, and entire organizations**, resolve conflicts or new situations within the company, and even deal with possible **outplacement**.

The leading consultants of Kogwheel Consulting Ltd have a degree in professional psychology and more than 20 years of HR and complex organizational development experience. Our trainings are available in Hungarian, English, French, German and other languages upon request.

**Kogwheel Consulting Ltd is aware that its clients have special expectations, therefore we offer tailor-made solutions.** With our knowledge and experience, we support the employees of the client organizations in their work, helping them to cope with challenging situations.



# Overview of our services

## Recruitment and competency measurement

- Assessment Center
- Development Center
- Psychological tests
- Motivational map method
- 360° evaluation
- Organizational development diagnosis

## Complex development programs

- Individual coaching (executive, both on manager and expert levels)
- Organizational development
- Change management programs
- Talent management programs
- First-time-manager programs
- Mentoring programs
- Team coaching

## Outplacement

## Employee Assistance Program

## Wellness & Health Programs at the workplace

- Smoking Cessation program
- Ergonomic consulting, office health consulting
- Office yoga, office massage
- Nutrition consulting
- Stress-management programs

## Skills development trainings

## Leadership development

- Coaching skills for managers
- Competence-based interview techniques
- Leadership skills training
- Performance evaluation
- Change management
- Managing and developing virtual teams
- Positive leadership
- Agility and agile leadership
- Team dynamics and managing teams
- Managing outplacement conversations



### Personal effectiveness

- Time management
- Project management
- Self-awareness & managing different personality types (based on DISC, MBTI, etc.)
- Emotional intelligence (EQ)
- Career planning and management
- Conflict management
- Resilience
- Stress management and burnout prevention
- Problem solving and decision making

### Communication trainings

- Assertive communication
- Intercultural communication
- Non-violent communication
- Culture-specific trainings
- Presentation skills
- Negotiation skills
- Customer-oriented communication
- Sales training

### Developing new attitudes and mindset

- Growth mindset
- Creativity & innovation development
- Service design, design thinking

### Developing collaboration

- Team building, developing collaboration
- Intercultural collaboration development
- Multi generations in the workforce – building collaboration
- Equal opportunities & diversity management training
- Mobbing at the workplace – prevention, recognition and intervention
- Team coaching

### Developing facilitation, coaching and consultation techniques

- Train the trainer training
- Workshop moderation and facilitation
- Coaching skills development
- Mentoring and knowledge sharing

**We offer customized trainings upon individual requests!**



## References

- ✓ Nokia Siemens Networks
- ✓ Lufthansa Hungary
- ✓ Astra Zeneca
- ✓ Sanofi-Aventis
- ✓ TEVA Hungary
- ✓ Auchan
- ✓ Bonduelle Central Europe
- ✓ Nestlé Hungaria
- ✓ Sanoma Budapest
- ✓ UPS
- ✓ Merkantil Car
- ✓ Norauto Hungary
- ✓ T-Systems
- ✓ Celanese
- ✓ Lexmark
- ✓ Chello Hungary
- ✓ Credigen Bank
- ✓ Erste Bank
- ✓ MKB Bank
- ✓ KPMG
- ✓ Capgemini
- ✓ Givaudane
- ✓ Grundfos
- ✓ IBM ISSC
- ✓ MOL
- ✓ MVM
- ✓ Philips-NXP
- ✓ Vaillant
- ✓ Ramada Hotels
- ✓ EON
- ✓ Valeo Automotives
- ✓ Continental Automotives
- ✓ Van Graaf
- ✓ Telenor
- ✓ Ipsen Pharma
- ✓ Biogen
- ✓ Metrodom
- ✓ GLS
- ✓ Visual Europe Group
- ✓ Geberit
- ✓ BDO

