

Recruiting and managing careers with the acting together

AGILE PROFILE® RECRUITMENT

PUBLIC

Employees responsible for recruitment, in charge of job changes and/or talent managers, HR Managers

OUR JOINT OBJECTIVES

- To safeguard your external and in-house recruitment.
- To maximise the chances of success during new employee integration periods handled using the acting together method.

TRAINING PROGRAMME

A three-day training course

Session 1 / Two days

- Trainees learn about the tool **AGILE PROFILE® INVENTORY** and the approach; **AGILE PROFILE® RECRUITMENT**
- Practical exercise.

Session 2 / One day

- Open session for questions;
- Assessment of a job application using **AGILE PROFILE® INVENTORY**
- Certification: Process under supervision.

DURATION

3 DAYS

RATE

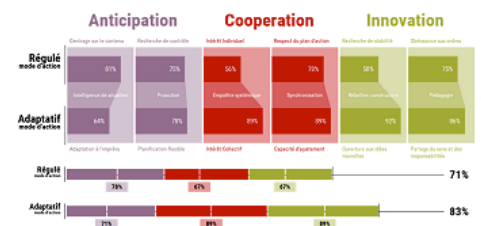
€1,300 EXCL. VAT

LOCATION

Paris

EXAMPLE AGILE PROFILE® INVENTORY

Postures and levers for actions when not under pressure (structural)



THE STRONG POINTS OF **AGILE PROFILE® RECRUITMENT**

- Better determination of the target profile, featuring additional action criteria;
- A reduction in the risk of mistakes and in the associated costs;
- Better integration of new employees, through a focus on compatibility and act-together;
- Anticipation of psychosocial risks, through analysis of incompatibilities as regards act-together between the applicant and the team the new employee is joining.

The four stages of the approach:

AGILE PROFILE® RECRUITMENT

- 1 / Assessment of agility needs in conjunction with a HR Manager and a Manager, to determine the profile to be recruited in terms of anticipation, cooperation and innovation, in light of the requirements of the environment and of the current expertise provided by the team the new employee is joining.

- 2 / The applicant fills in a questionnaire. **AGILE PROFILE® INVENTORY**

- 3 / The applicant's results are analysed to see if they are in line with the target profile sought (matching).

- 4 / A decision is taken regarding the choice of applicant; recommendations regarding integration.



"DID YOU KNOW?" APPROACH

The cost of recruitment mistakes is very high.



TRAINING COURSES

- Standard inter-firm (in accordance with the programme described);
- Made to measure / for a unique solution especially designed for your teams. Intra-firm package / for a straightforward, quick and economical solution.

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