

For You.
For Your Boss.
For Your Colleague.



Hello,

My name is Sylwia Czajka-Jansen. I am a talent expert, a mentor, an HR consultant and Gallup certified strengths coach. I have been working with people in business for 20 years.

I inspire, implement, and teach. My professional practice has convinced me that behind the success of a company there is the success of its people. Most often, success comes to those, who work with passion and draw on their natural talents every day to grow as individuals and to grow the business.

Therefore, my offer focuses on TALENT. For me, talent is the basis for developing people, organisations and effective team management.

If your company

- *recognizes sustainable growth as a priority,*
- *values human capital and wants to use it wisely,*
- *is ready to learn more about the power of talent and how to make use of it*

then this offer is for you.

I look forward to working with you,

Sylwia



SC JANSEN
YOUR TALENT YOUR POWER

THE OFFER IS FOR:

Managers and leaders who are responsible for the results and people. Also for HR experts who are responsible for staff recruitment, engagement, performance and development.

SCOPE:

Six programmes dedicated to talent development. The programmes can be delivered jointly as a package or separately.

1. Strengths Manager and Strengths Team
2. Talent Management
3. Talent Recruitment
4. Performance Management
5. Leadership Talent
6. HR Mentoring

DELIVERY:

The scope, the plan and the details of cooperation are agreed on individual basis to suit best the needs of the organisation.

Correcting weaknesses prevents failure,
developing strengths leads to success.

GALLUP

ABOUT THE OFFER



SC JANSEN
YOUR TALENT YOUR POWER

Identify the talents of managers and teams, and then teach them
how to use their talents to achieve business goals.
A team works best, when it knows its strengths and knows how to use them.

The programme is an effective tool for individual and team development. It helps achieve better results, increases engagement, facilitates communication, and prevents conflict within the team. The programme involves individual work (with the manager and each team member), as well as group workshop.

THE PROGRAMME CONSISTS OF 5 STEPS:



RESULTS:
Achieving business goals, projects accomplishments, cost reduction, higher engagement and **13% greater productivity.**

STRENGTHS MANAGER AND
STRENGTHS TEAM PROGRAMME



Limit the risk of losing key people and key competencies.
Make better use of people capabilities.

**A company that knows how to retain knowledge, skills and experience,
while also developing its people, has a competitive advantage.**

A good and well managed talent programme assures steady and sustained growth for a company. It serves to minimise the risk of losing competencies and experience, which are of key importance for the organisation. It provides far more effective use of the potential of its employees.

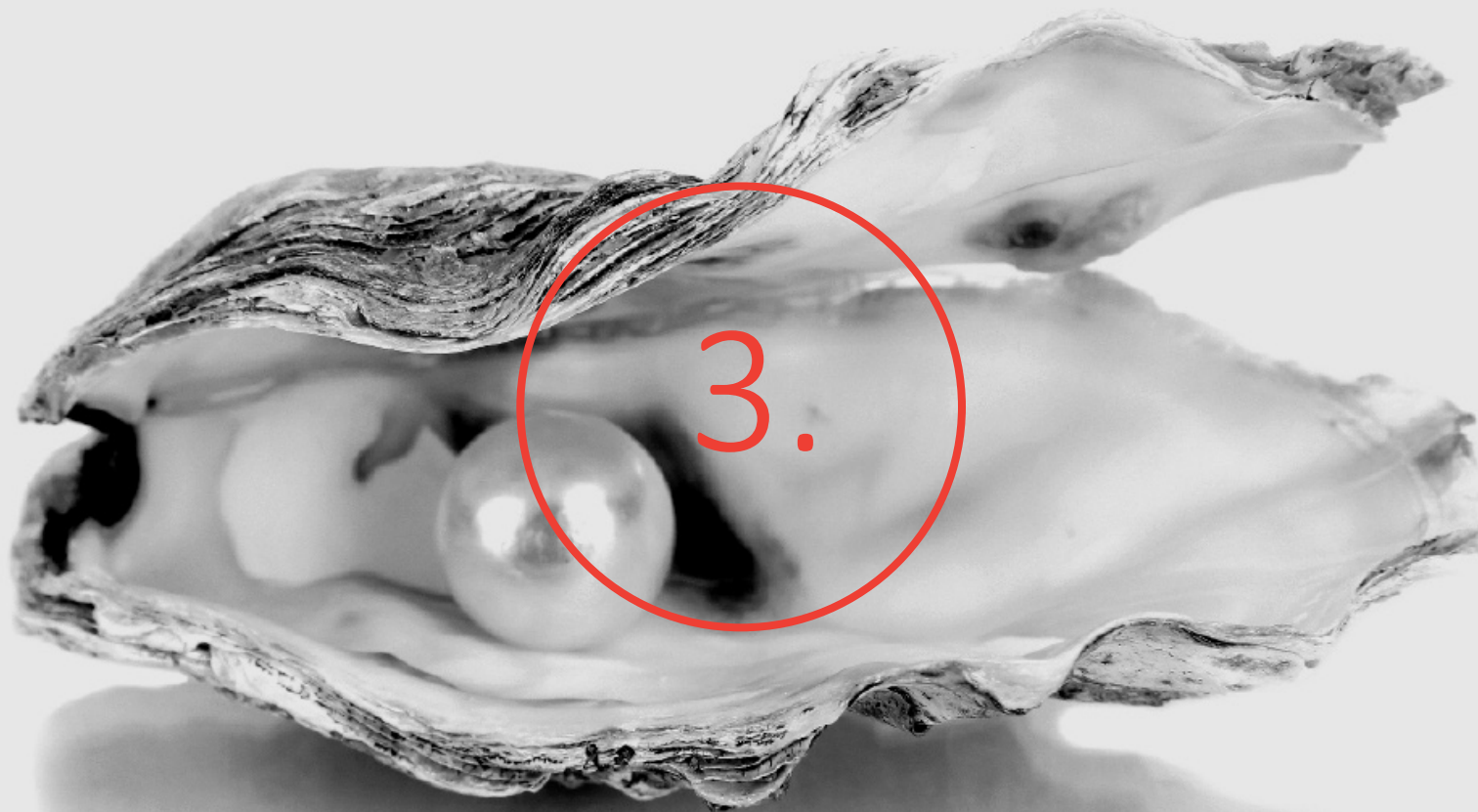
TALENT MANAGEMENT PROGRAM INCLUDES:



RESULTS:

Increased employee engagement, decreased staff turnover, better business results

TALENT MANAGEMENT



sc JANSEN
YOUR TALENT YOUR POWER

Make better recruitment decisions by matching the talents to the position.

Experience and skills are not everything.

Recruitment discovers a talent, a gem.

Talent is something that cannot be learned. It is an inborn pattern of thinking, feeling and behaviour. Companies, which base their recruitment not just on experience and competencies, but also on selecting the right talents, reduce employee turnover and related risks and costs.

An additional benefit is gaining a reputation as an employer that cares about people and their development.

TALENT BASED RECRUITMENT INVOLVES:



Identification and
matching of talents
and jobs

>



Developing talent
recruitment process
and tools

>



Linking the talent based
process with other
selection criteria

>



Preparing a recruitment
team and process
managers

>



Integration with other
HR processes

RESULTS:

Reduced recruitment costs, decreased staff turnover, increased employee engagement, stronger employer brand position. According to the Harvard Business Review as much as 80% of staff turnover is linked to wrong decisions during the recruitment process.

TALENT RECRUITMENT

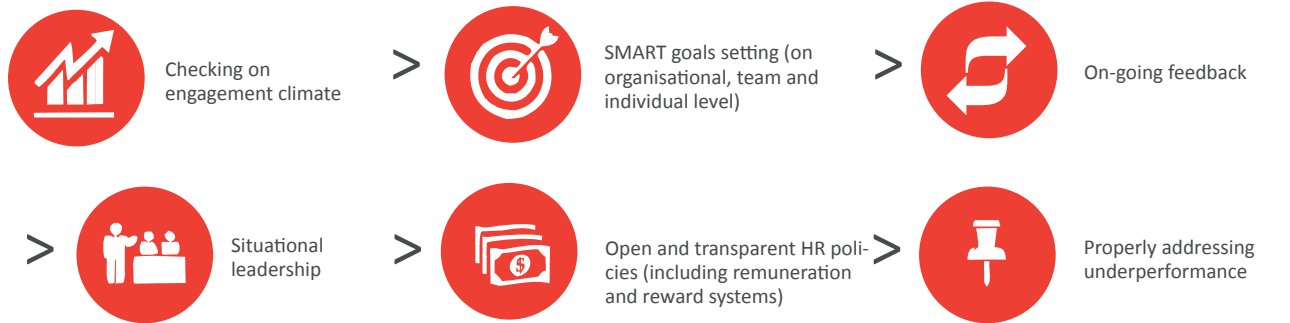


SC JANSEN
YOUR TALENT YOUR POWER

Build a culture of high engagement and achieve great results in key business areas.
Highly engaged people achieve ambitious goals.

Can I do every day at work what I do best? The answer to this question is one of the basic indicators that predict the degree of employee engagement. There is a direct and strong correlation between this question and staff turnover, productivity, and company profitability. It is especially important in companies employing Millennials. This generation is strongly oriented to personal development and does not reach their best when exposed to traditional management models.

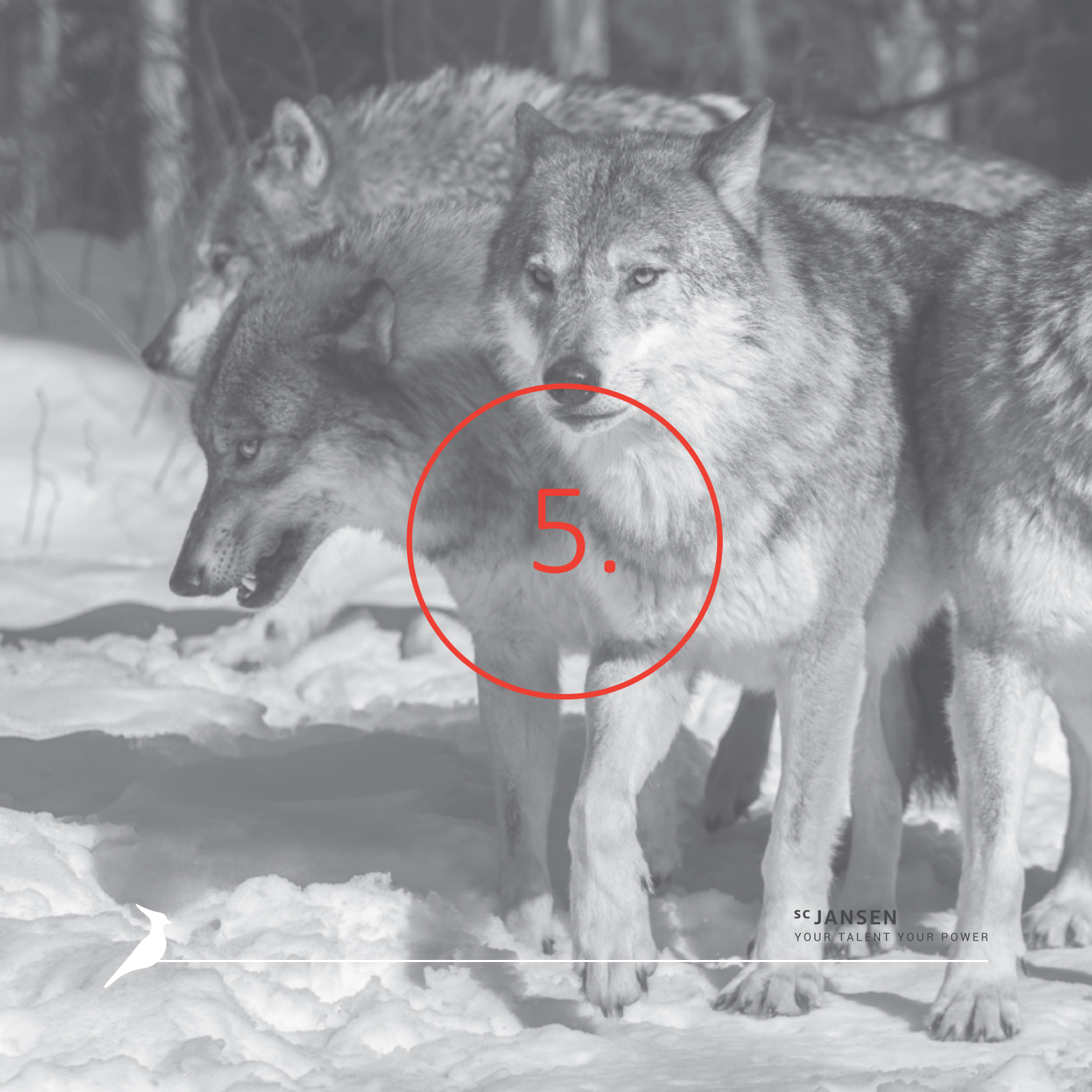
WHAT BUILDS HIGH PERFORMANCE CULTURE:



RESULTS:
Gallup research has confirmed that companies with above-average staff engagement achieve:

- | | |
|-----------------------------|----------------------------|
| ↑ 22% greater profitability | ↓ 25% lower staff turnover |
| 21% greater productivity | 41% fewer defects |
| 10% higher customer ratings | 37% lower absentee levels |

PERFORMANCE MANAGEMENT



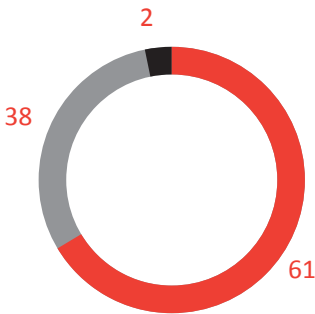
SC JANSEN
YOUR TALENT YOUR POWER

Recognize the talents of your managers and teach them how to use their best abilities to reach business goals.

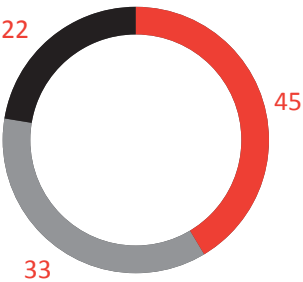
A leader leads for mastery in using strengths and deals constructively with the weaknesses.

This is a proposal of individual support (by coaching, mentoring, consulting) for leaders, who want to develop and improve as people managers.

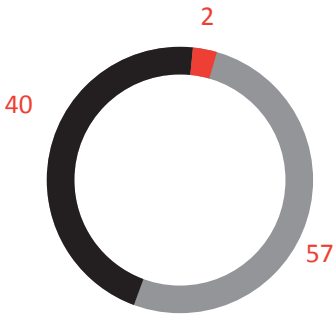
WHAT A MANAGER ARE YOU? WHAT A MANAGER DO YOU WANT TO BE?



My supervisor focuses on my strengths or positive characteristics.



My supervisor focuses on my weaknesses or negative characteristics.



My supervisor ignores me.

■ % Engaged ■ % Not engaged ■ % Actively disengaged

Źródło: Gallup

RESULTS:

“Over the time of working together, Sylwia has proven to be a good specialist and mentor. I was a freshly appointed manager for a mature team and her support in growing me to become the leader, was extremely useful. She helped me to develop myself and my managerial competencies. In an open and honest way. The mentoring sessions we held are benefiting me till today.”

Agnieszka Deląg, Continuous Improvement Manager

LEADERSHIP TALENT



SC JANSEN
YOUR TALENT YOUR POWER

Grow your HR team.

HR needs to develop, to be able to support the development of others.

The programme offers support and development for HR staff. It helps improve HR strategies and tactics and run talent programmes more effectively.

HR STRATEGIC AREAS:



HR Business Partnering



Effective business relationships



Talent management and development



Employee engagement



Performance management



Change management



HR processes and policies

RESULTS:

“Sylwia has a good feeling of what the customer needs. Therefore, she also “feels” the business very well. Her understanding of the HR role is rather broad; by serving the needs of people she wants to serve the needs of the client. Her knowledge and experience are of great benefit in this. For me talking with Sylwia is very inspirational and motivates me to develop further. “

Karolina Zygmunt, HRBP

HR MENTORING

YOUR TALENT YOUR POWER



e-mail: talentexpert@scjansen.com

+48 609 819 239

www.scjansen.com



Let's stay in touch.

