

<p><u>Organizational, managerial and HR consulting services</u></p> <ul style="list-style-type: none"> ▪ For growing business companies, start-ups, and family-owned companies ▪ Government and social organizations 	<p><u>Personal counseling at the Clinic</u></p> <ul style="list-style-type: none"> ▪ Individual - virtual or face-to-face ▪ Self-funded or organization- / employer-funded
<p>1. <u>Change management and organizational development</u></p> <ul style="list-style-type: none"> ▪ Advice and support to management on all change processes: mergers & acquisitions, restructuring, personal, technological changes, and other. ▪ Building a preparatory plan prior to change, helping with the decision-making processes and in all the necessary steps required to implement change, based on the operational needs and organizational feedback ▪ Assisting in the learning and implementation of effective HQ operations, as a tool to attain goals and objectives ▪ Advising on effective management of organizational interfaces and using matrix structure potential in full ▪ Planning, development and implementation of business excellence practices ▪ Assisting in the design of learning organizations, knowledge communities, professional forums and professional plans 	<p>1. <u>Career counseling</u> Career Development</p>
<p>2. <u>Help, accompany and provide professional development to managers and teams</u></p> <ul style="list-style-type: none"> ▪ Assistance in management skills improvement for top management and key-position employees, for individuals and teams - personal ongoing support, guidance, supervision and counseling on effective coping with challenges ▪ Assistance and ongoing support to managers at critical life-changing milestones of the organization life cycle, such as: job start, performance gaps, organizational and personal changes, etc. ▪ Forming and developing managerial, professional and organizational identity ▪ Assistance in Leadership development, team work improvement and acquisition of effective interpersonal and organizational communication skills 	<p>2. <u>Self-Management Counseling</u> Achieving excellence in the personal, family and occupational domains</p> <ul style="list-style-type: none"> ▪ Self-management ▪ Work-life integration
<p>3. <u>Strategic consulting for People & HR management</u></p> <ul style="list-style-type: none"> ▪ Assistance in the planning, forming and implementing HR management strategy for the organization ▪ Advising on talent management and assisting in the running of the organization's talent pool, including: implementation of performance evaluation process and assessment of managerial and professional potential; building succession plan; building personal and collective development plans for professional groups ▪ Assistance in the strategic recruitment of talents for key-positions 	<p>3. <u>Support through job termination process and help in preparing for future options</u></p>
<p>4. <u>Lectures and workshops</u> VUCA- management during disruptive circumstances NVC - nonviolent communication</p>	<p>4. <u>Counseling to freelancers</u> Fine-tuning owners' business focus and acumen; strengthening their ability to cope with challenges</p>
<p>5. <u>Scale- Up Consulting Services for starts- up</u></p>	