

# COMPANY PROFILE

Passion for  
people

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C.so Vitt. Emanuele II, 84  
10121 - Torino

+39 011 530303  
[consea@consea.it](mailto:consea@consea.it)

[consea-group.com](https://consea-group.com)





# About us

Founded in **Turin** in **1975**, initially Consea was specialized in the automotive sector, afterwards it **expanded** in other fields mechanical and electromechanical industry, white goods, luxury and fashion industry, Fast Moving Consumer Goods.

Consea operates globally through its **9 offices** located in Asia (**China**), NAFTA (**Usa, Mexico, Brazil**) and Europe (**Italy, Poland**) and thanks to our international recruiting team we are able to manage assignments in the following countries **France, The Netherlands, Romania, Germany, UK, North Africa and South East Asia**.

**The company's modus operandi combines global expertise in various business fields with specific responsibilities in each country.**

This allows Consea to gain the best value from knowledge and competence, following our *leitmotiv*

**Think Globally Act Locally.**



# Our promise

## A tailor made approach

Consea, in a close partnership with its clients, and sharing their business goals, identifies the best solutions, with the high level technical expertise and customers' system of values.

We believe in building a strong Business Partnership with both our clients and candidates across the world.



# Our services

Consea Executive Search, aligned to our global mission and vision, is the strategic partner for your organization.



## Executive Search & Recruiting

- Retained Search with a tailor made proposal to assess hard and soft competencies, and a weekly progress reporting to the Client
- Recruiting projects (high volume approach)
- Background and reference checks
- Candidate Assessment
- Start-up support



## Talent & Organization Mapping

- Talent Scouting
- Competitors Mapping
- Comp & Ben benchmark



## Consulting

- Cultural Intelligence
- Diversity, Equity & Inclusion
- People Development
- Talent Assessment



## Consea 4women

- Women's Leadership Development Program



# Our market expertise

We fill positions and partner through our HR services consulting within **Manufacturing Technology, Fashion Retail and Consumer Goods** industries.



# Executive Search Working Methodology



1. Job  
Description  
Elaboration

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2. Target list  
definition &  
Head Hunting

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3. Weekly  
Progress Report  
Delivery

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4. Competencies  
Based  
Interview

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5. Candidate  
Profile  
Elaboration

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6. Background  
& Reference  
Check

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7. Employment  
negotiation &  
On-boarding

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# Executive Search

## Our key functions

We are able to work cross functionally with all the main **company's areas**:



### Corporate Staff

(C level, HR, Finance, Procurement, ICT, Digital, Communication, Marketing)



### Operations

( Engineering, Logistics, Distribution, Quality, Supply Chain)



### Sales

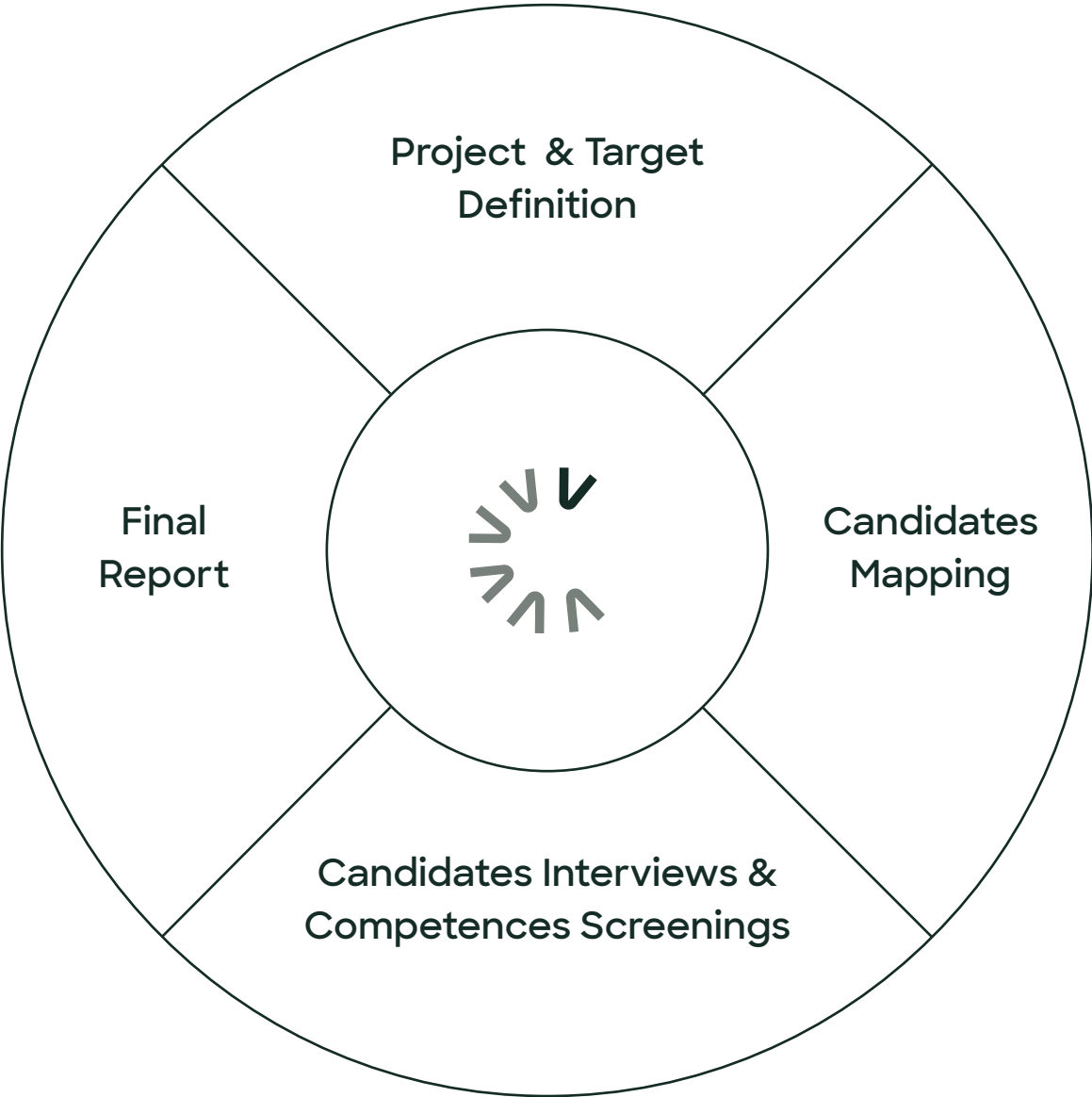
(E-Commerce, Wholesale, Retail, Business Development, Omnichannel)





# Talent & Organization Mapping

The Talent Mapping enables an organization to determine strategies for future hiring (organization’s design or review, diversity and inclusion), and for internal promotions to meet future staffing needs.





# Consulting & People Strategy

Consea Consulting Division is focused on human capital enhancement. We develop HR strategies aimed at strengthening engagement and fostering deep cultural changes in organizations.

We work on people commitment and talent development to boost successful performances.

CULTURAL INTELLIGENCE

- Hybrid Workplace
- Climate & Culture Assessment
- Organizational Development & Design
- Change Management

DIVERSITY, EQUITY & INCLUSION

- DEI Assessment
- Inclusive Behaviors Development
- Inclusive Leadership

PEOPLE DEVELOPMENT

- Upskilling & Reskilling
- Coaching & Mentoring Programs
- Team Management
- Career Rebuilding

TALENT ASSESSMENT

- Individual & Team Assessment
- Leadership Assessment

“

Our core Value is People's Value

”

ITALY

CHINA

USA

MEXICO

BRAZIL

POLAND

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