

HUMANCAP INTERNATIONAL

EXECUTIVE SEARCH & TALENT MANAGEMENT



We help our Customers to identify and enable the talent they need for the success of their strategies



*Regardless of the size, **business success** is based on two main factors: a sound business strategy and having the right people at the right time with the right competencies to perform accordingly with those strategies*



TALENT MANAGEMENT

We help you to attract, assess, reward and retain your talent



EXECUTIVE SEARCH

We identify and bring the right talent to you



EXECUTIVE COACHING

We help you to inspire your People



CAREER MANAGEMENT

We help companies and people to structure and develop their careers



EXECUTIVE TRAINING

We help good managers to become great leaders



ENABLING TALENT

WWW.HUMANCAPINTERNATIONAL.COM

INTEGRATED SOLUTIONS

INNOVATIVE PRODUCTS AND SERVICES

OUR VALUE PROPOSITION

"The thing that wakes me up in the middle of the night is not what might happen in the economy or what our competitors might do next. It is worrying about whether we have the leadership capacity and the talent to implement the new and more complex global strategies "

David Whirwam, CEO of Whirlpool Corporation



- ▶ Innovative products and services
- ▶ Integrated solutions
- ▶ High professional and Knowledgeable Team
- ▶ Extensive market and business real experience
- ▶ Rigor, integrity and ethic

TALENT MANAGEMENT

We advise companies on how to better attract, develop, engage and reward their people, in order to attain success. We act as a trusted partner for the management by using our experience for them to consistently achieve their goals.



TALENT INVENTORY & LEADERSHIP ASSESSMENT

More than just attracting new people, companies need to assess their existing Talent. Our Talent Inventory Solutions help companies to identify & segment talent and to create development & retention plans.

HUMAN PERFORMANCE & COMPENSATION

Salaries represent the highest cost for companies and a top motivator for employees. Linking strategy with performance & compensation is fundamental.

EMPLOYER BRANDING PROGRAMS

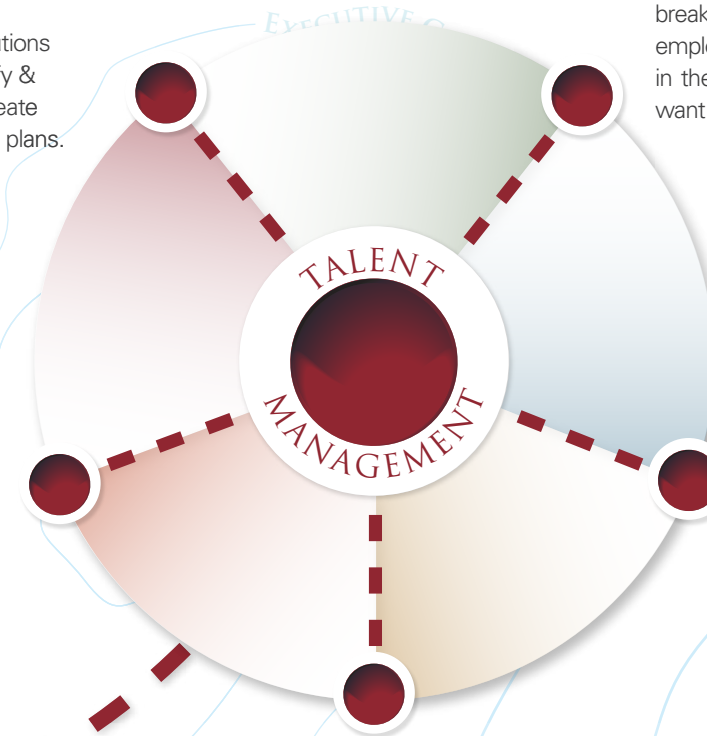
If brands determine the car you drive, the cereals you have for breakfast, obviously a strong employer brand is also fundamental in the choice of the company you want to work for.

EMPLOYEE ENGAGEMENT SURVEYS

Measuring the climate, culture and engagement level of the employees is a key factor to implement new HR and business processes.

ACTIVE RETENTION PROGRAMS

Retention is the HR process with the highest ROI. The secret is how and who to retain.



EXECUTIVE SEARCH

WE FOCUS ON:

- Life Sciences and Healthcare
- IT and Telecoms
- Consumer goods and services
- Industry
- Finance Institutions
- Retail and Distribution
- Engineering and construction

The quality of the executives determines the company's performance as well as its medium & long term success.
Talent attracts talent!

TALENT

OUR VALUE PROPOSITION

- Focus on sectors in which we have solid business expertise
- Extensive search process including target companies' organograms
- Competency based behavioral interviews - CBBI
- Support on the salary (benchmarking) and contract (legal) negotiations
- Candidates Integration Coaching

Client & Position
Assessment

Searching

Candidates
Assessment

Shortlist &
support on
Negotiation

Integration
Coaching



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EXECUTIVE COACHING



Coaching is inspiring others to find their own development path.

It is about changing behavior, therefore our method is:

- To have an Individual approach;
- Take in consideration the current environment;
- Allow the right time to consolidate new behaviors.

CAREER MANAGEMENT



Today careers are different – more individually managed, less predicted, less structured and less hierarchical.

Career management has two angles:

- **For companies** - is to create a reference itinerary to their employees – serving as motivation and expectations management;
- **For employees** – is a way to anticipate and manage opportunities & risks and to support career choices.

We may help on both!

EXECUTIVE TRAINING



Managing is achieving results through people. This is the reason why, currently, leadership is the most important competence.

We help good managers to become great leaders!

THE PILLARS OF OUR CULTURE

OUR MISSION

To create value to our clients by enabling their talent

OUR VALUES

Results is the only way to maintain success.

Innovation is how we create value and our differentiator.

People are the main factor for our success.

Client is our top priority and our focus.

OUR PROMISE

To enable success of our clients through our **Deliverables**.

To use the most **Innovative** solutions for our customers.

To treat our **People** as business partners.

Always defend the best interests for our **Clients**.



MANAGEMENT TEAM

JOSÉ BANCALEIRO C.E.O.

José offers +25 years in HR business, including Human Capital consulting, Executive Search and HR Director in large firms.

Universitary teacher, with several books published in the HR field, José has been a reference for areas like employer Branding, Executive coaching, Performance & Pay and Human Capital Scorecard.

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PEDRO SILVA MANAGING PARTNER

Pedro has +20 years in international Consulting.

Has lived and worked in USA, UK, Italy, Spain, Germany and Hong Kong.

Pedro has also been a board member of several firms in Portugal and UK.

"WE ARE MADE WISE NOT BY THE RECOLLECTION OF OUR PAST,
BUT BY THE RESPONSIBILITY FOR OUR FUTURE"

- George Bernard Shaw

