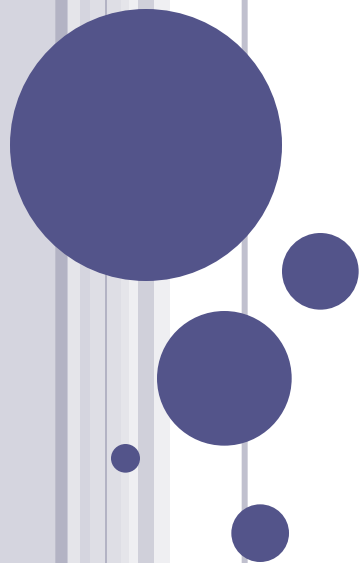




PROGETTI DI OUTPLACEMENT

ABOUT US



ABOUT US

Op Solution was born in 2006 in Turin and provides to Companies that are facing the output process of their own employees, an Outplacement service addressed to:

- **Executives**
- **Managers**
- **Employees**
- **Workers**





PROGETTI DI OUTPLACEMENT

THE TEAM

OP SOLUTION: THE TEAM

MANAGEMENT

- **Domenico Piano:** Founder, CEO
- **Luca Barbaso:** Partner, Sales Director and Senior Consultant
- **Sara Marchese:** Founder, Partner and Senior Consultant

Partners



OP SOLUTION: THE TEAM

Consultant and Staff

- **10 Senior Consultants**
- **4 Staff**

Op Solution Consultants:

- have an University Degree
- have a seniority of more than 5 years (at least)
- Different backgrounds: Psychologists, Counsellors, Coaches, HR Directors, etc.



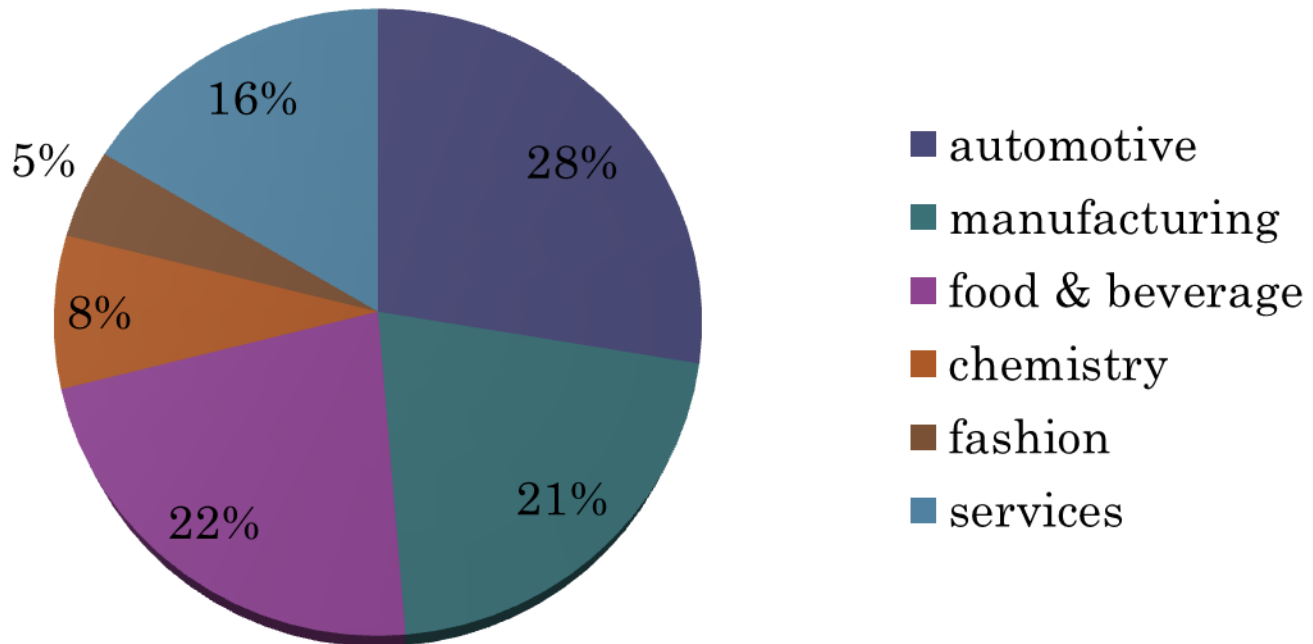


PROGETTI DI OUTPLACEMENT

OUR CLIENTS



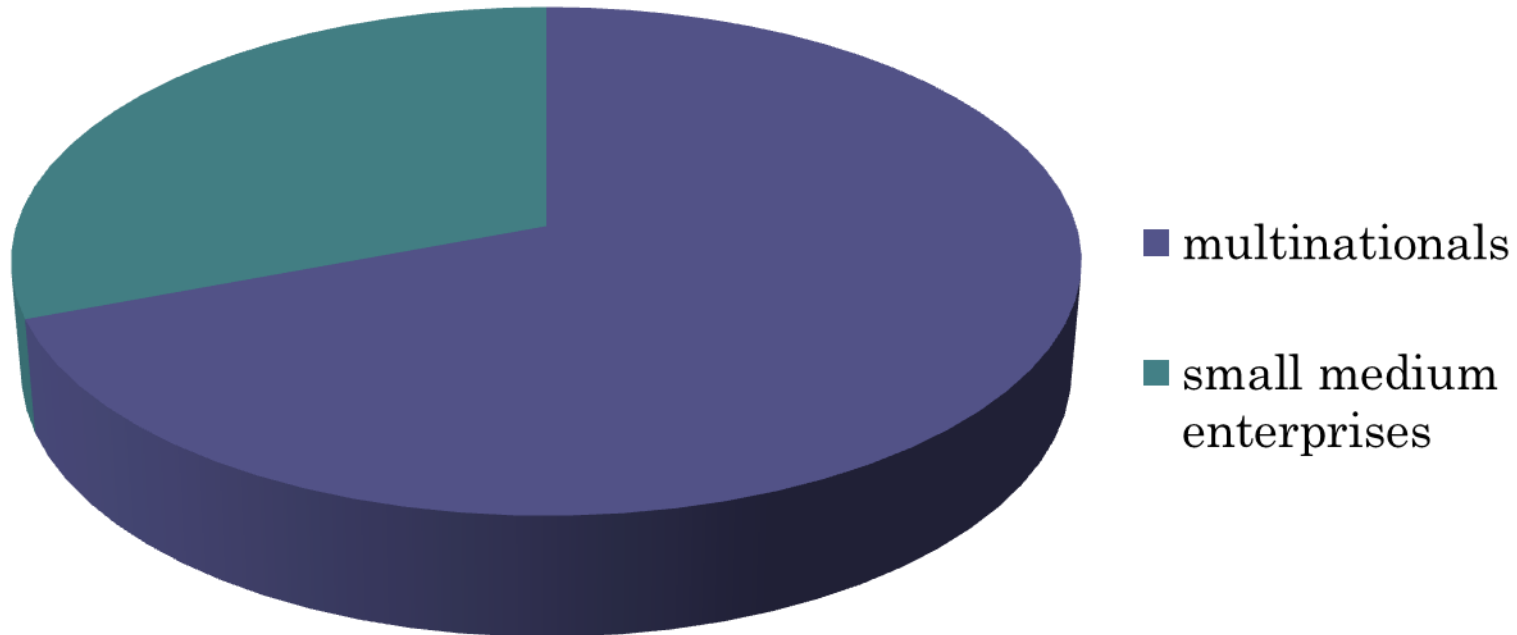
OUR CLIENTS Companies



WHERE ARE OUR CLIENTS



Companies



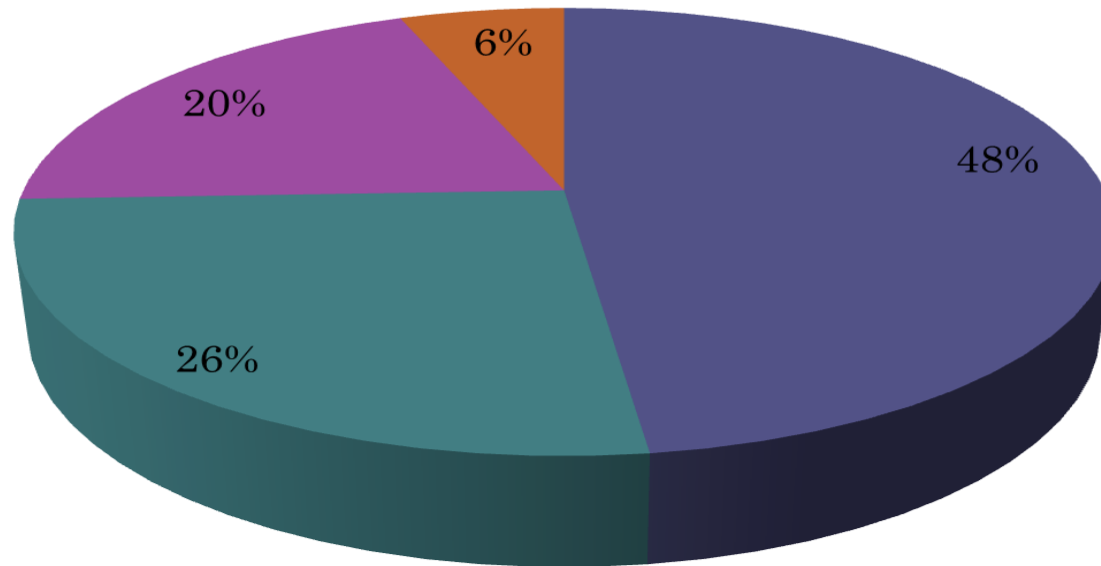
MAIN CLIENTS



WHICH LEVEL DO WE OPERATE

OP Solution Candidates Year 2015

■ top managers ■ managers ■ employees ■ workers



Total candidates year 2015: 197





PROGETTI DI OUTPLACEMENT

OUR SERVICES



OUR SERVICES: FOR THE COMPANY

- **Individual Outplacement:** dedicated to Executives and Specialized profiles, with a one-to-one service offered by a dedicated consultant.
- **Collective Outplacement:** dedicated to groups of candidates with similar expertise (workers and employees), defining the details of the service together with the Company and the Labor Union, in order to meet all specific needs.



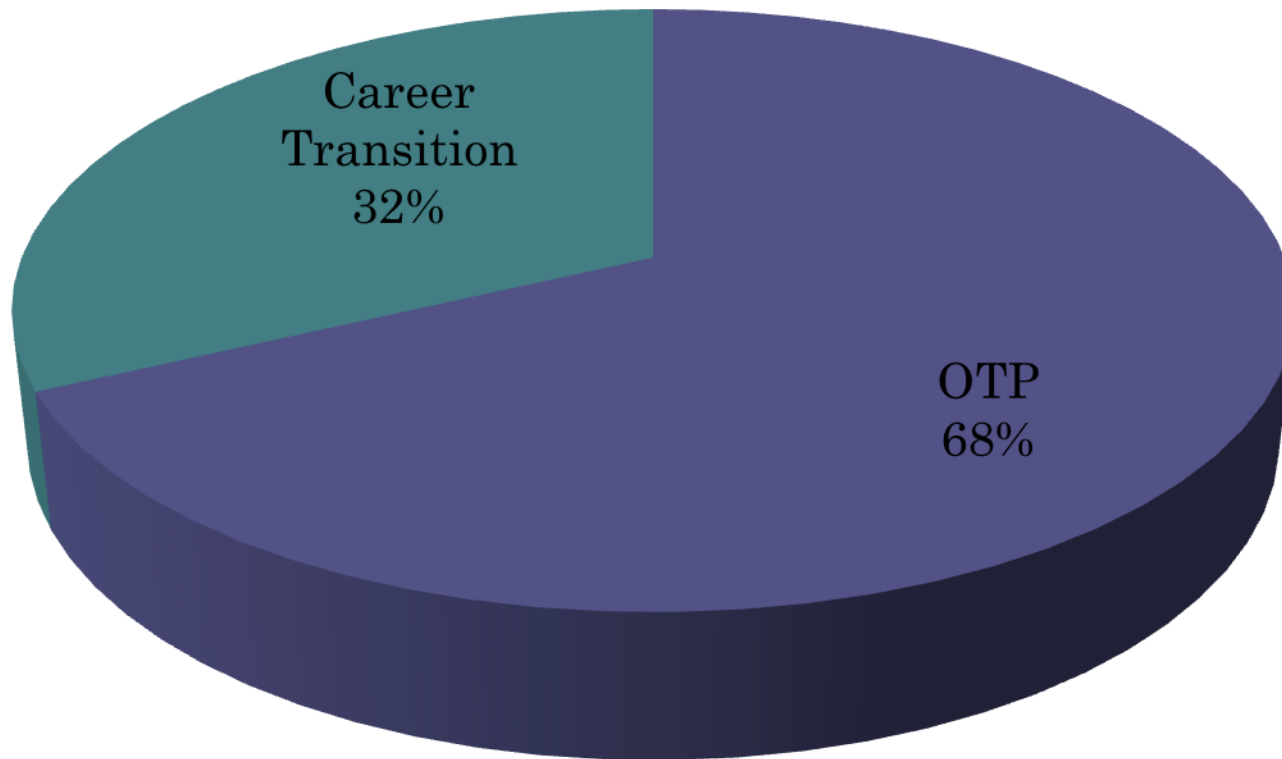
OUR SERVICES: FOR THE PRIVATE

Career Transition: a complete and customized program accompanying persons who wish to assess **professional alternatives** in a process aimed at more effective approach to the labor market.

Through the service of **Career Transition** the person may present himself with **appropriate and functional tools** to his/her own career goal by multiplying contacts with companies and recruitment societies.



DELIVERY





PROGETTI DI OUTPLACEMENT

OUR METHODOLOGY



OUR METHODOLOGY



- Each and every candidate is followed by dedicated professionals with multi-year and proven experience with tailored and detailed programs, because we believe that details make the difference.
- We offer our candidates our extensive contacts and our network in order to facilitate and speed up their replacement in Italy or abroad, according to their needs and desires.
- Our method allows us to achieve excellent results, with conditions for the candidate, in line with the previous job position and with his/her satisfaction.



OUR METHODOLOGY

Skills and Features Assessment



Definition of the professional goal



Preparation of written and verbal communication tools (cv and job interview)



Training for market approach techniques



Activation of channels to contact the market



Evaluation of job opportunities and trading strategies



Support during the initial period of work within the new Company



OPERATIONAL SUPPORT

During the program, the person will have a set of **logistical and secretarial tools**, such as:

- A workstation equipped with phone, computer, internet
- The possibility of using fax, copier, ...
- A database on computer and on papers
- A press service: the major newspapers available that publish research of personnel and some weekly specialized newspapers
- A correspondence service: stationery, postage and forwarding of correspondence



OUR CHANNELS TO CONTACT THE MARKET

- **OUR NETWORK**
- **HEAD HUNTERS**
- **COMPANIES**
- **JOB ANNOUNCEMENT**





PROGETTI DI OUTPLACEMENT

TIMING AND GUARANTEES



TIMING

The Op Solution engagement is generally **12 months**.



GUARANTEES

Op Solution will provide **further assistance** of equal duration to the period of service not enjoyed, in case of:

- Temporary employment in which there is no extension of the contract or transformation in a permanent employment
- Permanent employment in which the trial period has not been successful
- Self-employment: if the person, 12 months after the start of the activity, decides not to proceed





PROGETTI DI OUTPLACEMENT

AGREEMENT AND ASSOCIATIONS



AGREEMENT

- **Federmanager** (Executives Association of Industrial Companies)



- **Manager Italia** (Executive Association of Commercial Companies)



We have Agreement aimed at providing a support in the search for new job opportunities to the executives associated, who are in relocation or that are looking for a professional change.



ASSOCIATIONS

- **AISO:** the Italian Outplacement Association
- **AIDP:** The Italian HR Director Association
- **ACFE:** Associations of Careers Firms of Europe





PROGETTI DI OUTPLACEMENT

LOCATION



LOCATION

- OP Solution offers its services in **Turin, Milan and Rome** in organized structures with various rooms and several stations in the context of absolute confidentiality, equipped with the latest technology, to accommodate a rotating multiple candidates simultaneously, ensuring maximum comfort and necessary privacy.





PROGETTI DI OUTPLACEMENT

RESULTS



OUR RESULTS – YEAR 2015

EMPLOYMENT GRADE	AGE	RE-EMPLOYMENT	AVERAGE TIME
EXECUTIVES	40 – 60 years	92 %	5,8 months
MIDDLE MANAGERS	40 – 50 years	95 %	5,1 months
WHITE-COLLARS	35 – 45 years	81 %	5,4 months
WORKERS	40 – 50 years	98 %	5 months

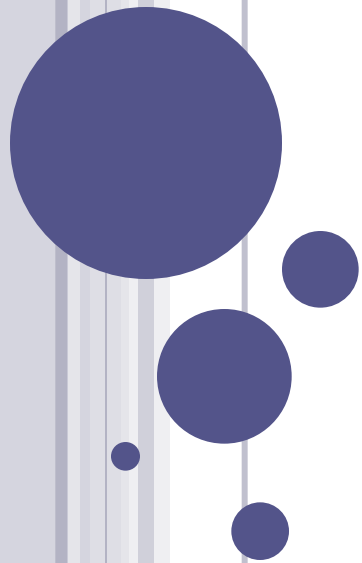


ECONOMICS

- Turnover 2013: around 600.000 Euro
- Turnover 2014: around 700.000 Euro
- Turnover 2015: around 900.000 Euro



QUESTION TIME



THANK YOU FOR YOUR ATTENTION



PROGETTI DI OUTPLACEMENT

