

TORINO OIGP – CNI MEETING SEPTEMBER 2017



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Competitive changes in our business

- Very low unemployment rate, record low figures
- Outplacement used very little as market is **CANDIDATES' MARKET**
- **Salary rise** extremely high in some professions (10-15% YoY)
- Companies often very nervous as being often **unable to hire good candidates resp. any candidates at all**
- Calling for higher immigration but government not willing to act as facing elections
- Industry 4.0 and digitalization trendy for discussions but having small impact yet
- Employer branding/HR Branding trendy subjects
- GDPR often discussed

Changes in what our clients are seeking

- Answers and solutions for **how to keep current employees**
- Answers and solutions for **how develop current employees**
- **Solution to generation change** c (this is issue for many family businesses est. in 90's)
- How to deal with complexity of highly competitive markets anywhere

Evolution of our industry locally/globally

On local level

- Grow of the CZ economy will not last forever, room for outplacement/career transition will increase

On global level

- What will industry 4.0 shift bring for our business?

Product development

Marketing

- Shift to management consultancy
- GDPR breakfast
- HR Branding seminar
- Future of work
- Media article (Outplacement now in CZ)

Tools

- Coaching, Gestalt done 😊
- New web site of Dittmann Consulting
- Survey Monkey quiz mode
- Hogan 360 assessment

