

# Planning Future Acting Present



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"Global business culture is always saying **that if you can dream it, you can do it** when you have the right people and ideas."

"What global business culture is not saying is that being right is not enough if it is just a thought. If you can dream it, you will not necessarily do it. But if you share it, you are already doing something beyond dreaming."

"But what if it is not the right thing to do?"

"The right thing does not exist. There is only what is suitable for you in the moment you decide to step up. You just have to find it out."

Future Manager World





## About us

Future Manager World (FMW) is a **Global HR Consultancy Company**. During the last three years, thanks to all the Entities around the world, the Company has been working with **7.000+ clients**.

FMW is a **Federated Corporation**: this formula has been globally adopted as genuine and natural consequence of a global organization, which is constantly integrating and which has common economic and patrimonial interests.

We are currently in:



- Cities: Aix-en-Provence, Abu Dhabi, Amman, Amsterdam, Asunción, Athens, Barcelona, Beijing, Beirut, Belfast, Bern, Buenos Aires, Cairo, Campo Grande, Cape Town, Copenhagen, Cork, Dallas, Dubai, Dublin, Düsseldorf, Frankfurt, Gdynia, Genève, Guadalajara, Haarlem, Ho-Chi-Minh, Hong Kong, Istanbul, Jakarta, Katowice, Kiev, Kuala Lumpur, Lausanne, Lisboa, London, Madrid, Manila, Melbourne, Mexico City, Milan, Monterrey, Montevideo, Munich, Neuchâtel, New Delhi, New York, Palermo, Paris, Rio de Janeiro, Riyadh, Santiago, São Paulo, Seoul, Shanghai, Singapore, Strasbourg, Stuttgart, Sydney, Tehran, Tokyo, Zurich
- Global Branches: Argentina, Australia, Belgium, Brazil, Chile, China, Denmark, Egypt, France, Germany, Greece, India, Indonesia, Iran, Ireland, Italy, Japan, Jordan, Lebanon, Luxembourg, Malaysia, Mexico, Netherlands, Norway, Northern Ireland, Paraguay, Portugal, Poland, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Turkey, Ukraine, United Arab Emirates, United Kingdom, Uruguay, USA





## Future Manager Global HR Capabilities

From pure manufacturing to strategic marketing, technological processes are increasingly taking on a pervasive dimension and embracing the **entire management process** of any company.

These processes will be gaining ever greater importance and will increasingly influence the needs expressed by the HR market.

New skills, new human resources and new HR solutions will be a critical success factor for companies.

We strongly believe in this and we consider it to be the key factor in the interpretation of the short-term future, whichever HR solution provided by Future Manager you decide to adopt.

In graphics, the broad picture of Future Manager's HR solutions at global level that can fit into the entire corporate change strategy or that can be targeted precisely to some specific growth, reorganization or change projects





# HR Global Capabilities



## Corporate

## Entrepreneurial Succession

Separate Ownership from management. Choose an internal manager or hire an external one. Plan a family succession. Redesign the Board of Directors and the boundaries of delegations. Define a new Corporate Vision. Confirm the Corporate Vision. Choose between a family business or a managerial one. The role of the founder. Changes in ownership structures. It is necessary to understand the number of variables to control in order to transform threats into opportunities, instability into continuity, growth into value.

### Managerial Succession

Internal successor to be designated or external solution? Participatory or hierarchical process management? Confidential or open process management? Consensus or hierarchical acceptance? Scheduling a plan, detect threats and opportunities of a new leadership.

A succession phase abroad always presents different management variables from a local operation.

Define the strategy and action plan for the conservation, enhancement of human resources and corporate value.

## Change Management

Define the reasons for change. Imagine your company in evolution. Prepare your organization for the change. Create a vision, adopt a strategy to activate change.

Communicate internally and externally. Engage influencers and decision makers.

Implement the action plan within your corporate culture. Everything that works is already obsolete!





## Compensation & Benefit Analysis

It is extremely vital to create compensation strategies in the medium and long term, capable of allowing companies to have cohesive and strong teams. Therefore, one of the most effective ways to start this process is by evaluating the compensation through which it is possible to determine market values for company management.

Knowing the average compensation through the collection of information on a monthly basis and comparing it to the labor market offer is what enriches a company, especially when it operates in another country.

It is possible to correct or even improve arbitrary decisions that can create internal problems such as high staff turnover through data-based compensation systems.

It is absolutely fundamental to always have a current and updated benchmark in order to be competitive on the market.

### Management Relocation

Administrative and legislative skills, real estate market, cultural environment, school and health system are the "must" to achieve efficiency in company cost management through every step of a relocation experience.

A family that accompanies the manager is a crucial part of the relocation experience, because it supports the company project. A new environment to adapt to, new home, schools, knowledge of local health care and international gathering associations are fundamental for settling down to a new daily life.

Successfully relocating a manager to a foreign country is crucial to avoid negative impacts on the whole company.







### International Employer Branding Planning

Designing and managing your company abroad or locally without:

Excessive and unwanted turnover of your management and staff; Lack of digital presence and communication with the labor market; Loss of competitiveness as "best place to work"; Excessive compensation as the only tool to face competition; Wasting time and money on the Recruitment process. Your excellent reputation, your company values, your vision and strategy are not always well known, especially when you have a project or an entity abroad.

Constant and systematic communication of your company is the key to becoming a stable "Best Place to Work".









## Talent Acquisition

If everyone says you that "both your deliveryman and your CEO are the best in their fields", Talent lies in your company.

### C-Level Executive Search

What are the intrinsic opportunities to a **C-Level Executive Search** operation abroad able to preserve existing value and create more of it? At the same time, what risks can interfere with the process?

What does being a manager with a sense of globality mean? How to determine the correct Value Proposition?

According to what the market indicates, a C-Level Executive Search operation must be based on extreme personalization of the profile, in relation to the scenario that the company will face in the short and medium term.

Hard Skills and performance are essential, but they can be irrelevant if not connected to the short and medium term as well as the right scenario, which requires the study of its variables.

## Middle Management Executive Search

Imagine your company with **middle management** always ready for new challenges and projects to be implemented. Women and men who have a sense of globality, who travel and represent your interests abroad as well as in your country.

Think of them as young multicultural managers oriented towards sustainability, circular economies, green energy, digital transformation and, above all, growth-oriented.





### Existing Top and/or Existing Middle Potential Assessment Programs

How much margin of adaptability is there in my management at present? How much managerial flexibility do I need to refocus all or part of my business?

How up to date is my management and how much is it oriented and ready for the future?

How much am I truly aware of its untapped potential?

How many members of the management group have run out of positive propensity?

Try to think of an external professional survey to find the answers you need.

Discover your internal talents.

## Pre-Employment Aptitude and Personality Testing Programming

Confirm a hiring decision for a job position abroad. Understand candidates beyond their Hard Skills. Evaluate adherence to your company values. Activate the best management style. Avoid misalignments. Have a detailed report on the candidate personality.

You know what is best for you and what should be avoided in these situations.

Personality and aptitude tests will support you in making hiring decisions.

## International Graduate Recruitment Programs

What is more frustrating than not complying with market demands because there is not the necessary number of graduates in your area? Whether the need is overseas or local, where is the greatest supply of young graduates with a promising potential? How do they think? What priorities do they have and what do they want?

External **international programs** can be realized to allow the recruitment of global talents for the future of your company.





## Flexibility

Less Flexibility, Greater Fragility

## Temporary Management

- Take care of management needs abroad with a medium-term flexibility;
- Receive an experienced first-line temporary manager, someone who has held first and second line management responsibilities in businesses over many years;
- Count on people who have the right skillset to persuade clients, business partners and shareholders, while managing employees in a motivated and result-oriented way;
- Let yourself be supported by Interim managers who take operational responsibility for tasks and strategic projects, such as guiding line managers towards an effective sense of performance.

## HRPO - Human Resource Process Outsourcing

- Open or reorganize a branch abroad with costs and times defined by the HR department;
- Closing a branch abroad with costs and times defined by the HR department.

## RPO - Recruiting Process Outsourcing

- Count on external specialist support in sizing design;
- Limit the risk of excessive sizing of the company work force in the HR area;
- · Contain the costs of high-volume recruitment operations;
- Transform part of the costs into variables linked to the performances achieved.





- Plan a flexible global or local growth of your company in the short-tomedium term;
- Get support in the recruitment of these human resources, even in fixedterm contracts;
- Be sustained in the management of personnel you have already recruited and trained;
- Account for personnel management turnover costs.

### Payroll Calculating

- Calculate employee payrolls with one partner and one invoice for all countries;
- Be sure to apply all local regulations for personnel administration across multiple countries;
- Avoid investing in expensive external softwares and human resources.







## Training

We are what we know, what we learn, what we do

## Future Manager Business School

- Choose suitable training solutions to the ever-changing requirements of the global job market;
- Receive advanced and innovative trainings, tailored to your specific global needs to ensure the highest performance to your people;
- Join multiple programs including courses, master classes and seminars on different levels, in order to fit the needs of businesses that wish to increase their company human capital;
- Follow methodological practices in order to allow each student to get a first-hand experience into any job requirement;
- Give a global footprint to your training actions;
- Interact with teachers among the most experienced and successful professionals, able to give professional insights and convey valuable experiences for your people.





## Specialties

Knowledge developing, business developing

## Medical Division

Future Manager Medical Division is a specialistic division that operates in 40 Countries for FM.

EMEA - IMEA - APAC - MENA - LATAM areas, all complete our Global presence.

The Medical Division, thanks to its expertise in the Health-Care sector, is a Global partner for all the Health Organization and Private Clinics, that have need to recruit specialized Doctors and Nurses anywhere in the Globe.

All the recruitment activities take also care about the many different legal aspects that differ for each Country.

### Renewable Energy Division

Future Manager Renewable Energy Division is a specialist office headquartered in Melbourne, Australia, which operates across 40 countries for FM throughout the EMEA - IMEA - APAC - MENA - LATAM regions that complete our global presence.

The Renewable Energy Division, thanks to its expertise in the sustainability sector, is a global partner for Energy Organizations and Companies that need to recruit specialized personnel for their projects around the World.





# FMW Countries



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# **FMW Program for Gender Equality**





The committee intends its activity globally without constraints of gender, religion, ethnicity. It is open to the contribution of all those who intend to make their own personal contribution.

All FMW countries contribute to the committee through the publication and dissemination of related content.

FMW has always firmly believed in the values of gender equality and it is against any type of social discrimination. Over the years, various activities have been carried out. In 2016, the **President of the Italian Republic** awarded our company with a **Medal of Honor for the social contribution** offered.

In carrying out its mission, the **FMW Committee for Gender Equality (GEC)** refers to, supports and disseminates the programmatic guidelines set out by the System-Wide Strategy on Gender Parity (issued by United Nation on October 2017) and ILO Action Plan for Gender Equality (International Labor Office 2018-21).

FMW is at the forefront to fight against **inequalities** and **discrimination** in all their forms and manifestations, in order to sensitize and generate greater awareness of how much injustice and inequity exists in the world of work but not only.



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