



上海瀚纳仕人才管理咨询有限公司

企业详情

企业官方注册名称：上海瀚纳仕人才管理咨询有限公司

企业常用简称（英文）：Hays

企业常用简称（中文）：瀚纳仕

所属国家：英国

中国总部地址：上海

网址：hays-china.cn

所属行业类别：个人能力发展、专业能力发展

在中国成立日期：2005

在中国雇员人数：150+

业务详情

1、主要客户所在行业：耐用消费品、生命科学（如医药，医疗器械等）、汽车及零部件、IT信息技术、半导体及通讯、金融服务（如银行，保险，财富管理）、化工与石化、专业性服务（如法律，公关，教育等）

2、曾服务过的客户案例

客户案例一：

所提供的服务类别	个人能力发展、专业能力发展
客户公司性质	外商独资
客户公司行业	耐用消费品
客户当时的需求	面临后疫情时代严峻的市场挑战，客户不得不做出退出中国市场的艰难抉择。对于在公司服务多年的员工，他们的未来也是客户所关心的。因此，如何能够在解约的法条之外给员工带去更多温暖，赋能员工未来职业发展，成为客户的主要需求，因此提升员工就业技能的培训需求应运而生。尽力让每一个员工从课程培训中真正受益，帮助他们掌握关键的面试技能，提升自己在市场上的竞争力，减少再就业时的焦虑情绪，同时提升公司的EVP。



具体服务内容	为了让培训更贴合实际情况，我们通过提前调研了解学员目前的自身情况，比如年龄、专业背景以及面临的求职挑战，有的放矢地调整了课程内容，在课堂培训中帮助他们更快掌握简历撰写、面试流程、求职渠道等找工作相关的知识技能，同时为他们进行心理疏导，一方面缓解找工作带来的焦虑，另一方面通过一对一咨询为其匹配潜在求职机会。
服务成果	对于员工来说，通过定制化课程内容，员工普遍表示从课堂培训及一对一访谈中收获很大，掌握了简历撰写、面试流程等找工作的关键信息与技能，同时通过心理疏导缓解了找工作带来的焦虑情绪。 对于企业来说，客户表示通过这样的专业培训，不仅帮员工掌握了求职技能，同时塑造了人性化的离职关怀体验，让企业裁员这件事变得更有温度。 From: Min DENG Sent: 2023年11月15日 18:53 To: Cece Tang Cc: Laurel Wang Subject: RE: 121 recruitment - mins CAUTION External Communication: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe. Dear Cece, Please kindly find my below feedback about our outplacement training program back in Sep. Wish both you and Laurel Happy Thanksgiving! <u>Before the training:</u> The training around topics like outplacement service, staff conflict management and dealing with the restructuring was not easy to find. We have been in contacted with different active staffing companies or well-established training providers in order to find the right service provider for our company. Until it was just the right timing that I met Cece Tang over the 7th HR Summit organised by German Chamber. Cece acted quickly on my request and sent me a presentation of Hays outplacement service in the following day and it made me go "Wow" immediately. In the presentation, there were two parts, a group training and then followed by some personalized 1 on 1 sessions. The training structure, agenda, and the proposed cost were matching with our concept. It felt like the right training program tailored to our organizational needs and goals. <u>De-coding job search Group Training:</u> We were very impressed by the efficiency and profession of our training facilitator, Laurel Wang. She is very knowledgeable and came very well-prepared. She was also thorough in her approach and knew how to help our staff to get our results. She delivered the group training very lively and easily comprehensible to our staff. <u>One-on-One sessions:</u> We organized the 1 on 1 sessions in two batches and totally 4 days. These sessions were offered face-to-face and individually. There are 8 different HR consultants and they all got really good reviews from our staffs. The consultants were knowledgeable and engaging, providing a high level of interaction and useful information that our staff could take and apply to their job search and interviews immediately. Some staff said she felt more confident to apply for new jobs. Both the group training and 1 on 1 session aligned with our organizational values and goals. We highly appreciate your cooperation on this training program. Our benefits definitely far outweigh the cost. 😊 Kind regards, Min DENG

客户二：

所提供的服务类别	个人能力发展、专业能力发展
客户公司性质	合资
客户公司行业	专业性服务（如法律，公关，教育等）
客户当时的需求	在经历多年的招聘合作后，客户出于信任，在2023年尝试引进并使用了我们的人才发展服务，客户期望通过我们的专业培训，提升内部面试官的面试技能与技巧，掌握高效面试的注意事项与关键步骤，使其能够有效地对候选人展开面试。
具体服务内容	根据客户的需求，我们量身定制了面试官面试技巧培训，分享了高效面试的注意事项与关键步骤，帮助面试官掌握面试的关键技巧，此外也分享了行为能力面试的相关内容，通过掌握这些技能，面试官能够推行高效面试，建立自己的人才评估矩阵。
服务成果	参加培训的面试官表示，这场培训专业实用，互动性强，各种技能的可行性高，可以立刻应用到工作中。 客户表示培训师专业敬业，反应迅速，准备充分，整场培训得到



	了招聘经理们的积极反馈，客户高度赞赏瀚纳仕在整个过程中提供的服务，并期待与瀚纳仕在更多领域展开合作。 From: Rachel Zhang Sent: 2023年12月7日 16:32 To: Laurel Wang ; Daisy Zhang Cc: Vic Zhao Subject: RE: Dulwich Training Deck-Watermark CAUTION External Communication: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe. Hi Laurel, Sorry for the delay and here you are. <i>We have worked with Hays in recruitment function for many years and this year we are introduced and tried to use their talent development service.</i> <i>The Upskill Employer Interview training they delivered is customized, practical and interactive, receiving positive feedback from our hiring managers. The trainer is professional and committed, gave quick responses and came with well preparation.</i> <i>We highly appreciate the service provided during the whole process and look forward to cooperating with Hays in more areas.</i> Regards, Rachel
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客户三：

所提供的服务类别	个人能力发展、专业能力发展
客户公司性质	合资
客户公司行业	IT信息技术，半导体及通讯
客户当时的需求	时值客户面临企业变革，北京、上海、成都三地均需要进行人员架构调整，百余名员工面临再就业的问题。为了更好地提供员工关怀，客户不仅为员工提供了经济补偿，同时在此基础上也希望帮助员工提升再就业技能，使其面临新职业选择时，能够做好充分准备。作为长期合作方，客户对Hays的招聘专业度高度认可，因此选择引进了Hays的人才发展服务，希望可以助力其员工提升求职技能。
具体服务内容	针对客户提出的培训需求，我们提前进行了问卷调研，了解学员面临再就业时遇到的主要问题，针对学员的实际需求量身定制了求职技能培训，在分享简历优化，求职渠道，面试技能的同时进行了一对一的现场模拟，充分评估学员对所有知识的掌握程度，针对性提升每个人的面试能力。
服务成果	学员表示通过这场定制化的再就业技能培训，他们减少了面临新职业选择的恐惧与焦虑，整场培训结构清晰，内容使用，可以立刻应用到实践中去，提升了自己求职的信心与把握。同时客户表示瀚纳仕在培训方面提供的服务给人留下了深刻印象，员工也对培训效果表示满意，客户也期待再次使用瀚纳仕的人才发展服务，助力企业与员工的能力提升与发展。



	From: Vanilla Zhang Sent: 2022年12月19日 12:09 To: Laurel Wang Subject: Appreciation letter Leo Shen CAUTION External Communication: This email originated from outside of the organisation. Do not click links or open attachments unless you are expecting them from a known sender. Hi Laurel, Leo, The workshop conducted on Dec 16 is very successful and I got my colleague feedback as below. 1. The workshop structure and content is clear and complete 2. Tips is quite practical and useful Appreciate your professional preparation and delivery by standing in customer's shoes, and help to address our employee's concerns. If any further requirement, I will come back to you for support ! Regards, Vanilla Head of People Experience Excellence NSB People
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