



Freedom for new ideas:
Human Resources Management

p▶manent



Dirk Linn
Managing Director



»Our customers receive a custom-tailored, start-to-finish solution for their personnel work: simple to integrate and extremely flexible.«



Impulse to create successful, integrated and enduring personnel management – Our vision for your company.



Space for You to Expand

Personnel management means recognizing, developing and effectively utilizing human potentials while advantageously designing and implementing change – for the person and company's success.

»I quit!« – these two words can often unhinge entire departments. Initially when an employee unexpectedly leaves, you experience a shortage in personnel. This does not even touch upon the shortage of know-how, which left with your employee and is thus gone forever.

The question »why« often gets left unanswered: No early warning system indicated the person's dissatisfaction. Moreover, nothing hinted that your employee felt he wasn't being challenged. You are left without the necessary means to steer your enterprise.

Truth then repeats itself: People determine the success of your company.

Human capital is the foundation of any modern company. Personnel management thus plays a central role in your business strategy. Not only with respect to new hirings, but foremost it allows you to recognize, visualize and expand your present workforce. Your company needs motivated, highly-qualified employees to respond to rapidly changing market conditions – you need employees who stay by your side.

Modern personnel management thus demands far more than efficiently administrating personnel files or paying salaries on time. What is demanded is a human resource manager, who with purpose and forethought strategically plans and consistently develops employee potential in close coordination with management and employee representatives.

This is where p-manent comes into play: We support your HR-management and your personnel development through side-by-side advisory services, intelligent IT solutions and modern trainings.

p-manent consulting is an interface of visionary personnel management, intelligent IT-solutions and modern training methods.



Marcus Kretschmar
Managing Director



»The employees are always at the center surrounded by the perfect interaction of steadfast advise, smarter software and top trainings.«



Step by step we assist you in placing innovative characters in your personnel management through a constant focus on the happy employee.



Possibly Everything

Clear structures, short project periods and fast and enduring success for your personnel management: Those are the standards by which p-manent consulting is measured.

Your company strategy always provides the basis for a modern human resource strategy. Increasingly, personnel departments are becoming business partners of the very companies, in which they sit. Your HR-team must bring the strategic integrity necessary to sell innovative ideas and services internally and externally. Competence management can complement your strategic decisions as a basis for this.

With p-manent you have a partner at your side. We implement process oriented solutions on-demand by using the know-how and instruments necessary for efficient and effective HR-work at all levels. How do we do this? First, we analyze how effective your

current personnel management is. We then optimize your applicant management systems, continuing education processes, employee information systems as well as management development and seamlessly calibrate these with one another. At the same time, p-manent implements a precisely-tailored HR Management System in your current IT environment. This creates lasting success, which is continually optimized, as your operations are further enriched by thorough coaching. You will hardly know we are there. p-manent works almost invisibly, so that the reins to direct optimizing your processes are always in your command. Not only do we ensure high quality in your personnel work, we also optimize its external effects. Your advantages:

- > Reduced processing expenditures
- > Reduced costs
- > Accelerated workflows
- > Improved quality and satisfaction
- > Greater transparency.

This leaves you with the time to conduct your real HR-management business. Possibly everything, made simple.

Idea, knowledge and training management, which provide tools to produce meaningful management reports and complex, yet clear organigrams, ensure that your company is able to meet future demands: p-manent supports you in so doing.



Read Alaqad
System Implementation



»Years of foundational knowledge from the industry make us a trustworthy partner. This is how we champion the idea and knowledge management of our customers.«





Permanent consulting helps you navigate your enterprise through changing requirements and makes your continuing education into a transparent system which provides measurable results.



A Field of Knowledge

Our trainings uncover, tap and expand employee potential. Intelligent IT solutions, like career advancement discussions and training controlling for your eDiagnostic, support your daily business processes.

Coherent concepts allow you to focus your goals consistently and implement them fast: through individual coaching to management development, of course online over the Persis Academy as well.

For human resources management to be effective, it must bundle employee energies. This allows each individual actor to realize its potential and in turn foster his own and the company's success. This content of this task is voluminous, yet can be easily mastered. For this you need time and people to carry the load. By recognizing early where action is needed, we help you draw upon these competences as they develop and apply them to immediate and future tasks.

Our software based idea management systems allow you to apply the creative potentials of your employees simply and effectively. The processes are depicted in a stream-lined manner allowing numerous high-quality recommendations to be made.

To accomplish this "pro facts assessment & training" provides the correct mix of psychological know-how and IT competence. It then delivers mature diagnostic solutions for the manifold tasks of modern personnel management.

[P]ro facts assessment & training then supports you in selecting the correct potential-analyses and 360°-assessments for your employees. Then our partner, Human Concepts, enables a seamless integration of oranigrams and visualized reports in the Persis HR-Portal.

Through our integrated training controlling management participants may provide feedback, transfer checks can be performed and considerations regarding your return on investment can be implemented into your system.

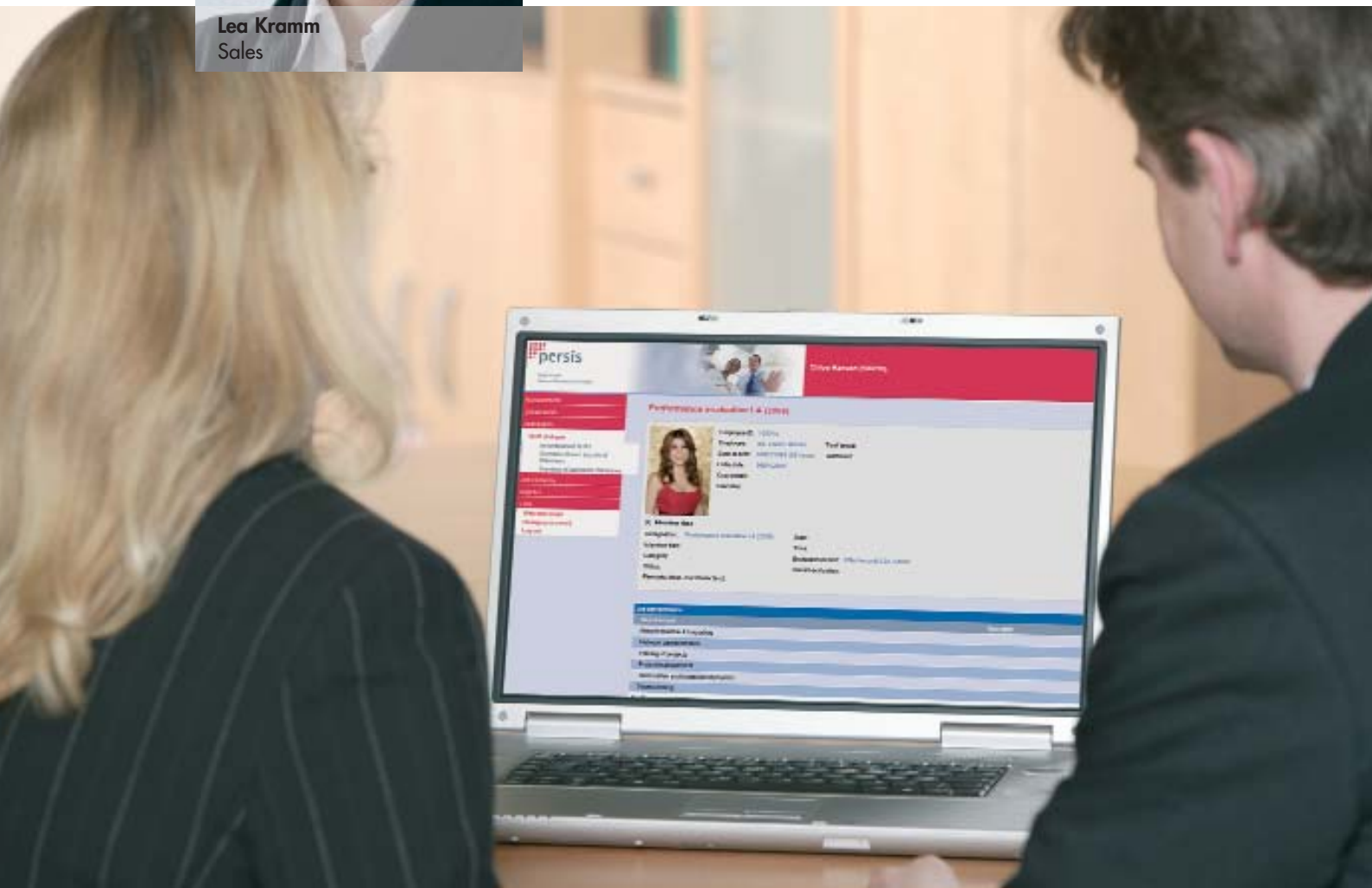
Permanent consulting supports you in qualifying your employees now and into the future. This includes classical applicant management, quality assurance as well as idea and knowledge management.



Lea Kramm
Sales



»Our customers profit from the highly-qualified partners at p-manent. What does this mean for your bottom-line? A noticeable saving of time, effort and money. «





We are guided by the needs of your personnel work. This deep understanding allows us to implement individual platforms for your personnel processes. These prove indispensable.



A Theatre for your Innovation

“Persis” is a high-level software for providing efficient, stream-lined structures in your human resources management. It allows you to concentrate on the essentials of your business. Through this p-manent supports you in your managerial tasks.

It is an obvious fact that great changes in personnel management require the proper tools: On the one hand, this includes your employees and the flexibility and dedication that they must bring to every project. On the other hand, the correct software is just as indispensable to success. A modern company needs software that flexibly expresses the requirements of your company and supports newly created workflows, instead of blocking them with system rigidity.

P-manent is the exclusive partner of Persis. Through applying the Persis software, we are able to significantly improve your personnel work and provide lasting results. Persis allows you to design individual components like application and personnel manage-

ment, continuing education, personnel development, as well as training and idea management systems. Our digital personnel files and the superordinate competence management system are very useful in providing central processes to meet your needs. We maintain your billing data without the presence of redundancies by enabling our customers to sync their current payroll systems directly with Persis.

All modules are user friendly and intuitive. This allows you to reduce the costs and downtime associated with system introductions as well as avoid never-ending projects and quickly amortize the investment through simplifying your daily business.

Providing integrated process solutions forms the basis for all functions of Persis. The technology at the heart of this web-based software is designed to ensure consistent results. All parties, who handle personnel issues, profit from this philosophy.

Thus, your entire company becomes a theatre for your innovation.

Our long experience and a multitude of references are the guarantee to your success.



John G. Accorinti
Senior Consultant



*»Gratified employees creating maximum value –
that is the reason why you should choose p-manent.«*



Providing the perfect synchronization of p-manent's components guarantees smooth personnel management.



Room for Take-off

Qualified employees and identified talents are the resources of the future. Locating them and optimally placing and linking them throughout your company are crucial tasks of modern HR management.

Thousands of people from different sized companies and branches use Persis. We lead in innovation. The foundation for this success is our special HR software, which optimally supports your individual business processes and defines your workflows in a process oriented manner.

p-manent is known as an innovative, strong brand in all facets of human resources. Use us as an effective platform to answer all your employee questions, optimize your operative requirements and strategically conceptualize your future.

Your plus: Experience, competence, accuracy and confidence in your analyses coupled with comprehensive advisory services. p-manent helps you reach your goals quickly and provides lasting results, which increases the return on investment from your human capital. Our creed is "Happy employees are your key to success". You profit directly through additional quality in your personnel work, which translates into success for your entire enterprise.

We provide experienced advisory services and our dedicated team. They implement clear and secure processes. This enables you to delegate responsibility and recurrent tasks, a need which is indispensable to your future success due to the ever-increasing demands placed on modern personnel management. p-manent reduces your work routine, which creates time to implement your ideas, support your management and recruit new employees – that is, p-manent gives you the tools to improve your company as its personnel manager.

Profit through our combination of advisory services, intelligent software and innovative training – for new ideas and visionary room to fly.

Qualified employees, who contribute all their potential and experience, assure you the greatest results.

p-manent

Human Resources
Management & Development

Partner:



HUMANCONCEPTS™
Workforce Modeling and Intelligence



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