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## Offices in Mexico

### Mexico City

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B Piso 4 - 402  
Col.Los Morales  
Miguel Hidalgo,  
CDMX. 11510

### Monterrey

Lazaro Cardenas  
2224 - 416  
Zona Loma Larga  
San Pedro Garza García  
N.L. 66266

### Guadalajara

Av. Acueducto  
6075-A, Local 3,  
Puerta de Hierro  
Zapopan, Jalisco  
GDL. 45116

Interns | Executive Search | Assessments | Development | Workplace | Culture



# HR < five Group

5 firms with  
high specialization  
on each of  
their fields

# Human Resources Services

Interns | Executive Search | Assessments | Development | Workplace | Culture





Five firms with high specialization in each of their teams



**YOUNG TALENT**

Trainees | Interns | University Job Board



**SPECIALIZED RECRUITMENT (RPO)**

Management | Staff | Middle Management



**EXECUTIVE SEARCH**

C-Level | VP | Executives



**EVALUATION & DEVELOPMENT**

Assessments | Leadership



**MANAGEMENT & CULTURE**

Workplace Digital Mailbox | Organizational Environment

## ABOUT US



We are a group with over than 25 years of experience in Human Resources solutions, composed by FIVE FIRMS, each with its own specialization and dedicated team.

Our goal is to be the strategic partner of corporations to promote the development of their Human Capital.

We have a national and international presence.





## YOUNG TALENT

We manage your Trainee and Internship programs

- 

We recruit the best students
- 

We keep control of documents
- 

We distribute scholarships support on time
- 

We handle the labor and tax side
- 

We help you with the administration

### Additional Benefits for you Interns

Discount Cards // English and Excel online courses

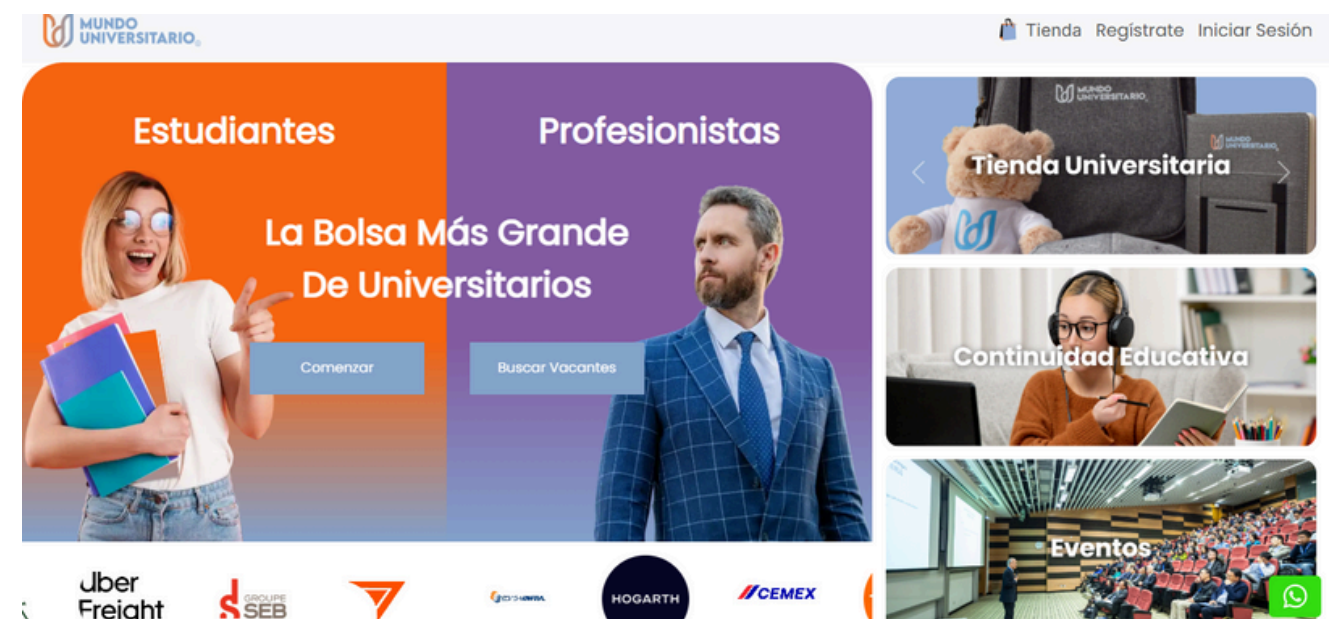
### Benefits for your company

Generate a high sense of belonging with your company.


The interns are formed according to the style and culture of your organization.




We have the **University Exchange** with the largest number of students in the country




You will have access to:

- 

University Profile
- 

Professional Profile
- 

Free vacancy posting
- 

Access to university students from all over the country
- 

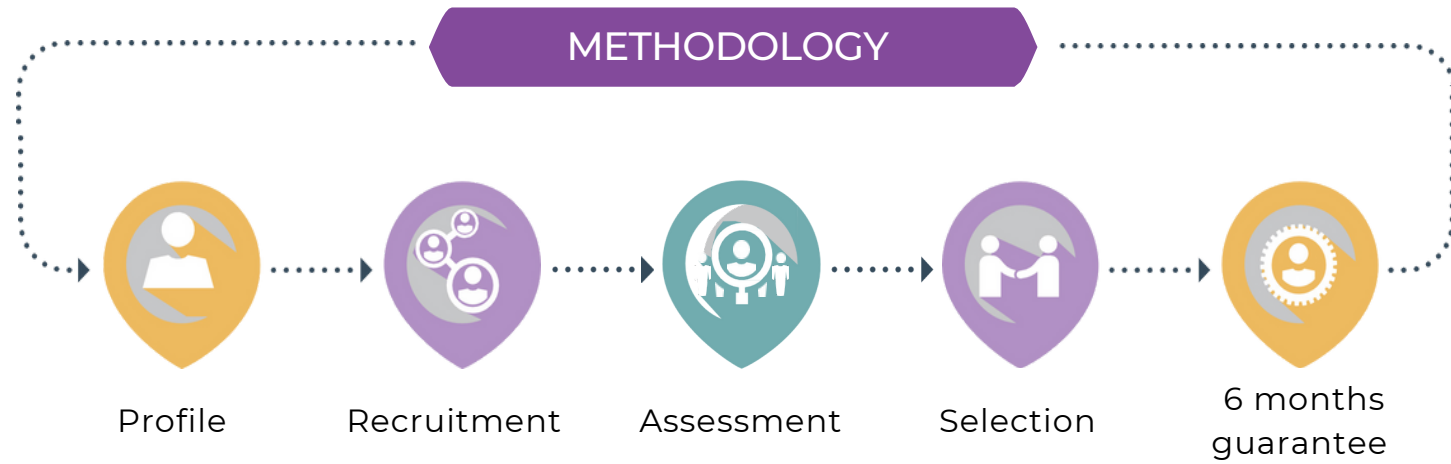
Dashboard to control your job opportunities



# xpertiss

## SPECIALIZED TALENT / RPO

We fill vacancies in accordance with the indicators established with the client



### Expertise in Sectors

- Industrial
- Services
- Commercial
- Engineering
- Finance
- Retail
- Technology
- Banking
- Marketing
- Supply chain
- Human Resources
- Pharmaceutical



Management | Middle Management | Staff

### Specialized Positions

**Management**

- Manager
- Senior Manager

**Middle Management**

- Junior Manager
- Key Account Manager
- Superintendent

**Staff**

- Coordinator
- Specialist
- Assistant



## Expertos en:

### Función

Chief Executive Officer & Board of Director, Financial Officer, Human Resources, Officers Marketing, Sales and Strategy Legal, Risk, Compliance & Government Affairs Information and Technology Officers Others

### Sector

Industrial Consumer Markets Energy Financial Services Healthcare & Life Technology Private Equity Professional Services Social Impact Others

### Especialidad

Artificial Intelligence, Data and Analytics, Cybersecurity, Digital Innovation, Disruptive, Innovators Internet of Things Others



EXECUTIVE SEARCH CONSULTANTS

## EXECUTIVE SEARCH

### GLOBAL HEADHUNTING FIRM

Global presence in 51 countries

Over 60 years, Alexander Hughes has 54 offices in 51 countries and is headquartered in Paris.

In Mexico we have a presence in CDMX, Monterrey and Guadalajara.

We have more than 139 expert consultants in all areas from Industrial Manufacturing, Consumer Markets to Financial Services, Technology, among others.

*“Our results speak for themselves”*



*“We are ranked on the top 40 Headhunters in the world”*



More than 60% of our customers have been working with more than 10 years with **Alexander Hughes**

## Our process

### UNDERSTAND

Search Strategy

### FIND

“Long List” of 40 to 60 validated candidates

### EVALUATE

“Short List” of final candidates

### ACCOMPANY

Final candidate with 12 month warranty





## Test - Predictive

Each test has been carefully selected to provide a comprehensive view of each individual's potential. Ensuring that the results are both reliable and relevant to your organization's objectives.

### Integrity F11 - F7

A predictive confidence test that measures the eleven hiring risks for a managerial and operational level, which will help you to know your integrity factor.

### Leadership

Determining leadership in team management and team development.

### IQ - EQ

Identifies intellectual capacity and emotional intelligence of the evaluated person.

### Values

Find out if the values of the evaluated person is aligned with those of your organization.

### Sales

Know the commercial capabilities of your candidate and his or her most important sales skills.

### Reasoning and Agility

Evaluates reasoning and numerical agility to analyze and solve the questions presented.

### Personality

Find out the innate traits that drive your evaluatee's development with our 27 traits test.

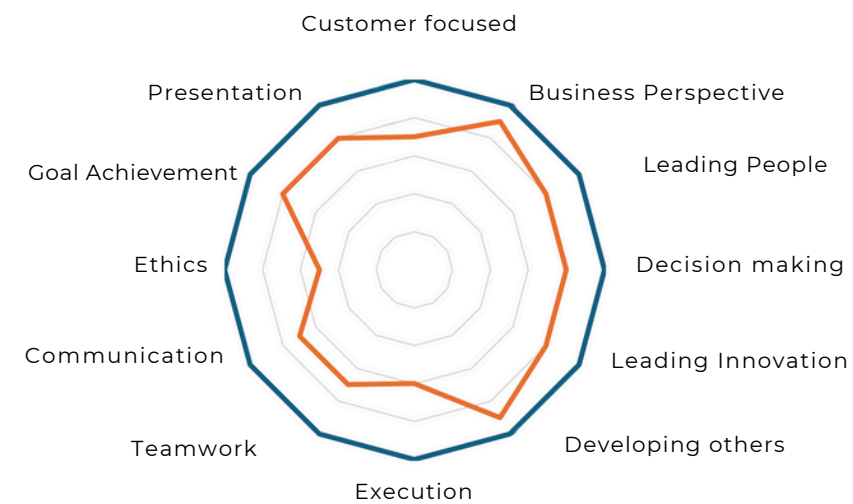
### English

An effective test to know the English level of the evaluated person.

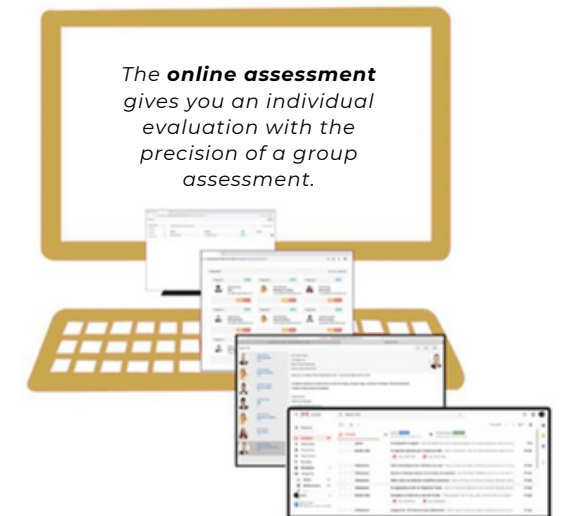


## ONLINE ASSESSMENT

It's a **BUSINESS CASE** simulator created by **CONSULTANTS**, is developed online to evaluate leadership, competencies and behavior in several business scenarios, defying participants with case studies.



The **online assessment** gives you an individual evaluation with the precision of a group assessment.





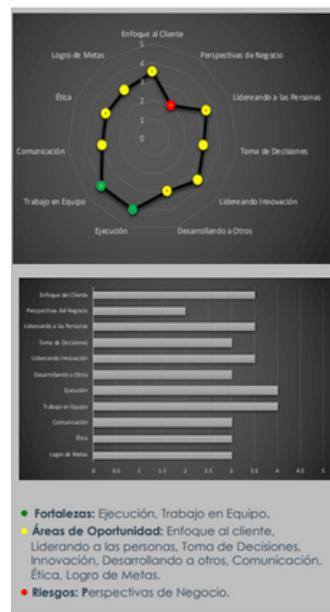


## FACE TO FACE ASSESSMENT

It's a face to face session designed to assess the leadership, competencies and observable behavior of leaders in business cases. It allows predicting the success of the evaluated person in business performance through the analysis of 11 global competencies.

### Comperencies Evaluated

- Bussines Perspective
- Client Focus
- Goal Achievement
- Leading People
- Decision Making
- Execution
- Teamwork
- Communication
- Innovation Leadership
- Powering Others
- Ethics



### Activities

- Individual Presentation
- Case Analysis
- Role Playing
- Creative Ability
- Test Group Exercise
- Numerical Ability Test
- Analysis and Presentation
- Interview



## LEADERSHIP DEVELOPMENT

### Executive Program





# WORKPLACE DIGITAL MAILBOX

Strengthens Business Integrity

We help you to detect

- Misconduct
- Fraud
- Theft
- Sexual harassment
- Unsafe conditions
- Non compliance with the code of conduct
- Others

Multi-system



1

Access to the system by Web, App, WhatsApp and Phone

Design



2

Mailbox operating policy and Code of Ethics and Conduct

Promotion / Diffusion



3

Customized advertising templates and videos every trimester

Constant Monitoring



4

Monitoring and reporting of incidents

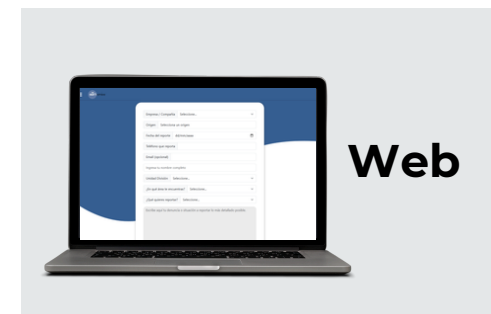
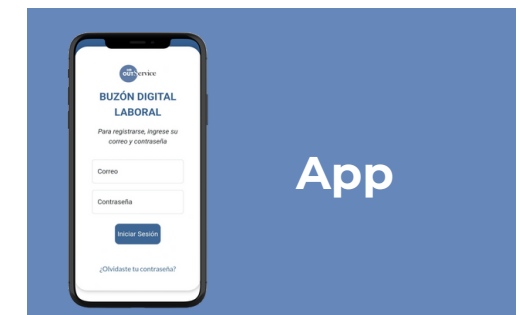
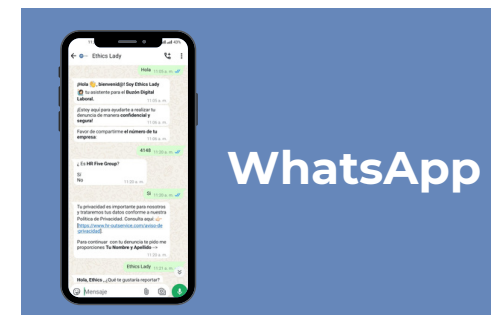
Effective Resolution



5

Labor advice on incidences

# WE ENSURE THAT ALL EMPLOYEES HAVE ACCESS TO THE DIGITAL MAILBOX



## MAILBOX MEDIA DISSEMINATION



Blackboard informative



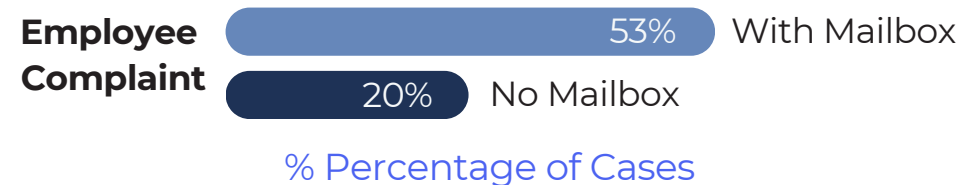
Information Screen



E-mail

## FULLFILLMENT OF NOM 0-35

Anomaly report



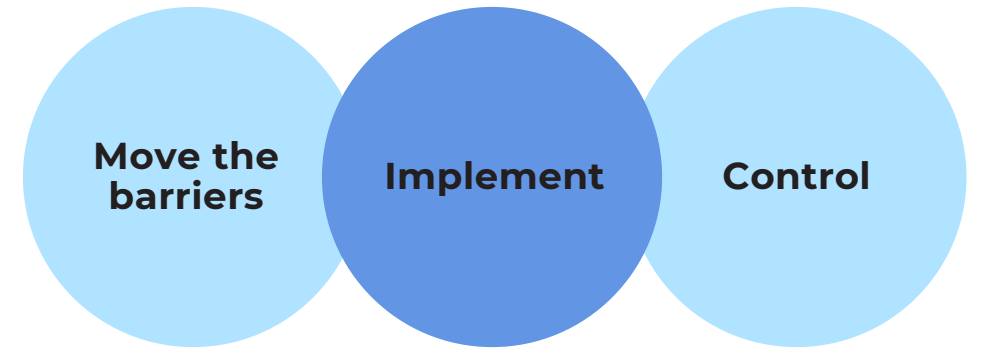


## ORGANIZATIONAL CULTURE

## CHANGE MANAGEMENT

Organizational Culture is known as the company's personality. This is manifested in its norms and values by which the company is governed, that is, the way of being and acting.

Each company develops its own culture that makes it unique.



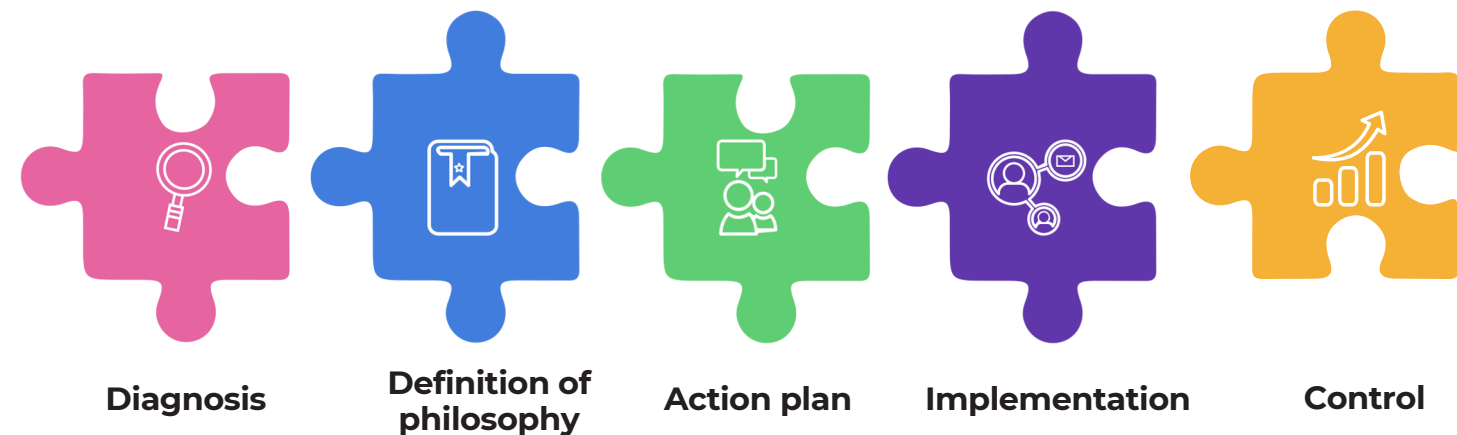
### Direct Impact on:

- Staff turnover rate
- Productivity level
- Job performance
- Commitment and sense of belonging
- Behavior
- Work environment
- Achievable goals
- Ease of adaptation to changes
- Internal and external customer satisfaction

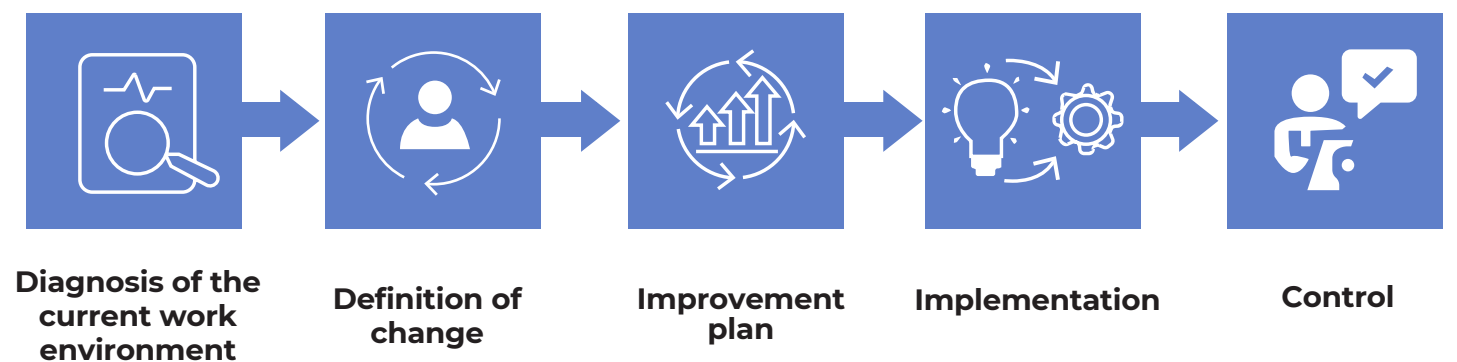
A change that is not managed properly, can result in indifference, resistance, confusion, frustration or anxiety.



### How do we transform it?



### How do we generate it?







## PRESENCE IN AMERICA

### SOME CUSTOMERS



Jose Cuervo



Tefal



YKK



HYUNDAI KEFICO



HYUNDAI GLOVIS

Hisense



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