



Praxi4People for IDS - Ingegneria dei Sistemi S.p.A.

In recent years, IDS - Ingegneria Dei Sistemi S.p.A (a systems engineering company) has expanded rapidly in terms of services, products, and business results, with the resulting need to increase company staff. In fact, over the last four years, it has tripled and now the HR management needs have changed.

IDS - Ingegneria Dei Sistemi S.p.A has asked PRAXI to collaborate in developing integrated management processes.

Project

The project is based on the competence model for the purpose of pursuing the following goals:

- to build a common language that will allow new “generations” entering the company to take on behaviours consistent with the company’s values, and to quickly acquire necessary technical autonomy
- to make all employees fully aware of the competences expected by the company
- to assess individual competences and recognise the value of each person, focus on professional development, and guarantee a career track consistent with skills
- to give attention to the individual in order to increase commitment and reduce the risk of turnover
- to have a structured database in order to make decisions relating to forming project groups
- to give people multi-purpose roles in order to make the company more flexible, as well as faster and more effective in meeting its clients’ needs

- to define integrated HR management processes that provide specific direction: from recruitment to performance management, training, merit-based policies, and so forth
- to lay down the groundwork for developing a culture of knowledge management.

PRAXI’s Contribution

The methodology deemed most suitable to the company’s specific scenario and growth stage was the initial sharing and description of corporate competences, followed by the definition of competence profiles and management processes.

The behavioural competences were described starting with the company’s values and key behaviours expressed by the owners and front line. The technical competences were identified, described, and shared with cross-departmental work groups, which had the opportunity to discuss them at length and reflect on a shared language.



IDS - Ingegneria Dei Sistemi S.p.A. is a company that designs and produces systems and integrates hardware and software for application in both civil and military sectors.

The company’s development strategies are based on strong product innovation and services targeting the naval, aeronautics, aeronavigation, and GPR markets.

IDS operates in 40 countries worldwide with over 350 employees (around 150 of whom are engineers, physicists, mathematicians, or geologists), for an annual turnover of around € 30 million.

The constant search for innovation drives the company’s mission and is supported by improving efficiency, with the goal of reducing costs and project development time.

IDS also places a great deal of attention on operating processes and best practices to generate flexible workflows, which will facilitate people’s work and continuously improve the products and services offered.

www.idscopy.it

The definition of competence profile requirements, today clearly expressed and outlined in the combination of behavioural and technical competences, gives rise to a system of communication, guidance, and governance for people's professional growth.

Targets Reached

The results achieved as of today are the competence dictionary and profiles, which constitute a shared language. Moreover, we have completed the design and implementation of recruiting processes, competence mapping, and the performance management system. Parallel to this, we have developed the IT management system which supports the integration and sharing of processes based on the competence model.

The project has had positive impact on the internal climate and commitment. It has also helped confirm the HR department's role as business partner. The joint definition of the competence dictionary and profiles has had noticeable impact on the improvement of internal communication, attributing value to the relations among HR, production, and employees.

Future Development

The project will proceed with analysing and structuring other HR processes which will be developed parallel to the implementation of IT management, and concern development and training, career progression, internal mobility, compensation and reward-based systems.

The results provide a basis for the second step in creating a structured HR management system, where the integration of HR processes and primary project management processes will be a key aspect for the company's efficiency and development.



improving performance

PRAXI SpA

PRAXI is a leading Italian company in the sector of management consulting.

Established in 1966, it is structured as follows: 250 Employees (40 Managers), 10 Locations, € 6 million in Share Capital. The company's main activities are divided among four Divisions: Management Consulting, Information Technology, Valuations and Appraisals, Human Resources.

PRAXI's ability to offer integrated services is a key factor that makes the company stand out as a multi-disciplinary liaison in corporate consulting. Its cross-cutting approach combines perfectly with its innate ability to foster partnerships, seen as an opportunity to take on the clients' goals and build long-lasting professional alliances.

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