

job for passion

We are a consulting firm working since 1992 in labour matters, labour policies and training, giving assistance to private companies and to local and national institutions.

We praise a team of skilled consultants who successfully worked, and still do it, giving assistance, to private companies and public authorities all over Italy, in analysing, planning and realizing interventions concerning organizational development, HR development and training.

We took part, and still do it, to various assessment teams in some of the most important and complex Italian companies and public administrations.

A professional approach and a deep passion incite us to hold important positions in the world of private companies, to suggest and realize researches, then published and used as discussion subject in qualifying courses, and to cooperate with specialized magazines, discussing labour market subjects. We do all these activities driven by the aim to contribute to the improvement of the Italian labour market. .

Using one word, passion for job drives us.

With our professional engagement, we would like to contribute to the development of this unavoidable value of man's life .

We operate in the following areas:

Organizational Development

- organizational analysis;
- organizational optimizations;
- wage policies;
- wage investigations;
- development and career policies;
- analysis, weighing and assessment of organizational positions
- performance assessment and training;
- building of stock options plans;
- reassessment of organization systems and pay systems aiming at building internal and collective labour agreement;
- planning and realization of systems in order to assess managerial performances in public authorities;
- participation to assessment groups.

Recruiting

- planning of complex recruiting systems;
- training for recruiting specialists;
- creation of on-line platforms to make an automatic pre-filing of applicants;
- recruiting abroad, also of extra-european applicants;
- recruiting of disabled persons;

Training

- qualified training about labour law subjects;
- qualified training in

recruitment;

- qualified training in organizational development;
- qualified training in career guidance;
- qualified training in organizational development and compensation.

Active policies for labour

- analysis and planning of connection systems between public and private operators for the labour market management;
- planning and realization of active labour market plans (Regional Actual Plan);
- study and planning of systems in order to facilitate the recruitment of disabled;
- study and planning of systems in order to facilitate the recruitment of extra-european workers;
- enforcement of specific laws (law 68/99 - disabled, Apprenticeship ex D.Lgs 276/03, D. Lgs 196/03 - Privacy on labour relationship, Stage, job security and industrial health D.Lgs 626/94 e s.m.i.).

Researches

- wage researches;
- activities of career guidance;
- recruitment systems and operators;
- job dynamics and labour market dynamics.

Our products and our activities

During the years, with passion and care, we create informatic tools to manage our activities and in order to assist the organizational development and the recruitment process for private companies and public administrations.

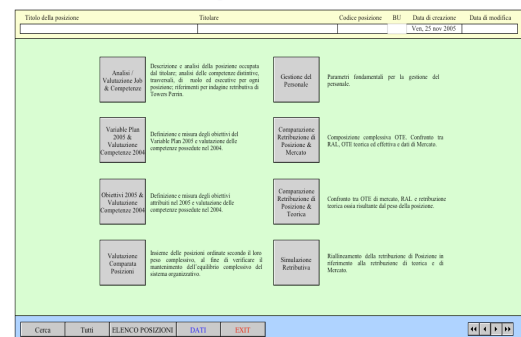
Even in this case, we are incited by the following desires:

- **To optimize the activity;**
- **To reduce the margin of error;**
- **To reduce time and, consequently, costs for the implementation and the planning of the programs;**
- **To assist organizations to endorse tools and models;**
- **To transfer know-how.**

THE HUMAN CAPITAL MANAGEMENT SOFTWARE

At first, it was created to collect personal datas of people involved in systems of performances and incentive evaluation. Then, it has been implemented, becoming an important tool, which supports HR managers working in our customer companies, because:

- This tool gives the possibility to identify the main features of each role and to give a value to each job position;
- It gives assistance in planning, management and realization of wage policy;
- It gives the possibility to create and manage an incentive system;
- It gives the possibility to create a map describing the competences of the company;
- It assists in identifying best performers and in registering datas about each employee;
- It assists in realizing training and development plans both clerical and managerial.

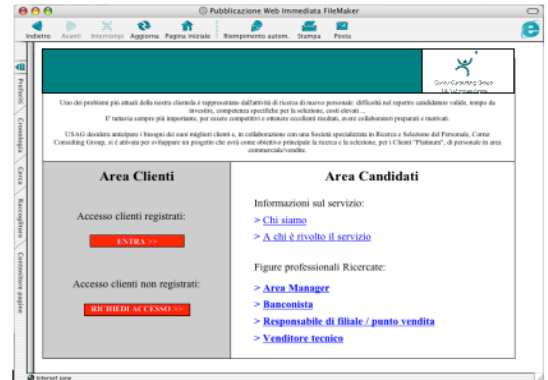


CANDIDATURE MANAGEMENT NETWORK

At first, this solution was developed to support and improve our recruiting activities. Nowadays, it is a substantial tool used by our customer companies and modified according to their main features.

This solution, gives the possibility to:

- make an accurate pre-filing of resumè, comparing the competences required by each single profession and the competences declared by the applicant.
- identify and assess the most interesting candidature quickly and efficaciously.
- file resumè in a more organised way;
- monitor in real time answer flows and features of the candidatures received.



PROJECTS AND PARTNERSHIPS

Some of our main projects are:

- cooperation to the writing up of the **Biagi Law**;
- realization of the apprenticeship in high training for the Lombardy Region;
- participation to the creation of **Borsa Lavoro Lombardia** (Lombardy exchange network) and to the launching of **Borsa Continua Nazionale del Lavoro** (National labour exchange network);
- planning and realization of the portal created for the relationship between underprivileged workers and job for “Agenzia Regionale per il Lavoro” (Regional Labour Agency) of Lombardy Region;
- realization of qualified training courses for Italian Universities, Fondazione Consulenti per il Lavoro (Labour Consultants Foundation), Regional Labour Agency Lombardy Region, Private Companies;
- Introduction to **stock options plans**, **integration of disabled in managerial positions**, development of **assessment methods** and **position weighing in complex and dynamic environments** such as **Universities** and the **technical agencies of the Ministry**.

PUBLICATIONS

For passion and first in Italy we enter into and we decide to study the growing phenomenon of Private Labour Market operators, of which our recruiting agency (Corno Consulting Group srl) is unquestioned protagonist since 1996. For that reason, we participate to the realization of studies and researches cooperating with Universities and Public authorities. These works have been published giving the possibility to some people to study the new economical sector of Labour Agencies.

Mestieri per il lavoro: gli Operatori del Mercato del lavoro in Lombardia tra Legge Biagi e Borsa Lavoro (Professions for labour: labour market operators in Lombardy between Biagi Law and Labour exchange network) published by Guerini- Milano (2004), after a research promoted by “Agenzia Regionale per il Lavoro” (Regional Labour Agency), in which we made a contribution..



La Selezione del Personale (Recruiting of personnel) published by Guerini- Milano (2002) where we describe our recruiting method.



Il diritto del mercato del lavoro dopo la riforma Biagi (Labour market law after Biagi reform) published by Giuffr  Editore (2005).



We cooperate with the “Agenzia Regionale per il Lavoro” (Regional labour agency) to the book:

Oltre la crisi. Proposte per la gestione delle crisi occupazionali (Beyond the crisis: Suggestions to manage unemployment problems) published by Edizioni Sonda (2005).