

PAWLIK CONSULTANTS

DEVELOPING PEOPLE SHAPING ORGANIZATIONS

MAKE IT HAPPEN

An aerial photograph of a city at dusk. On the left, a tall, modern glass skyscraper is illuminated from within, showing multiple floors of office space. To its right, a dense urban landscape of brick buildings is visible. In the background, a large body of water, likely a harbor or bay, is filled with numerous ships and boats. The sky is a mix of light blue and grey, suggesting twilight.

PAWLIK

THE COMPANY

ABOUT US

We help you translate your company goals into results. How? By aligning the areas of strategy, organization, people, and culture with each other, resolving friction and creating a cohesive whole. To do this, we first determine where conflicts exist and what the right balance would be. We then define corresponding goals, ensuring that these are all concrete and measurable, and develop the solutions with which to achieve them. Our final step is to implement the solutions effectively and achieve our set goals. This is a process at which PAWLIK excels.

SCIENCE

Our goal is to deliver sound, sustainable results. We therefore base our work on cutting-edge neurobiological and psychological research findings, combining these with our extensive, highly varied project expertise. This scientific, systematic approach enables us to provide one-of-a-kind methodological competence.

CONSULTING APPROACH

Our systemic approach to organizational and people development enables us to flexibly address the individual needs and challenges of our clients. We boast a staff of 150 specialists, all invariably highly accomplished in their specific fields – what we call our Areas of Expertise – and yet all far-sighted and integrative in their mindsets and methods. Our work regularly involves providing clients with a combination of these Areas of Expertise, carefully tailored to the respective requirements in order to achieve the best possible results. After all, only through a holistic approach can optimum alignment be achieved.



NETWORK

Since 1996, we have trained and coached 250,000 people in 60 countries and have guided over 700 companies through development processes. With our eight international offices offering a broad spectrum of consulting expertise, we are optimally positioned to help you tackle the challenges specific to your company. Anywhere in the world. Taking the particularities of your project into account, we put together an international team made up of local experts, international sector specialists and consultants with the corresponding know-how.



AREAS OF EXPERTISE

HR MANAGEMENT

Your entire team can perform optimally when HR management is perfectly organized. Have you found the perfect personnel strategy for your company yet?

TALENT MANAGEMENT

Are the talented people in your company in the right place? Do all of your employees have the opportunity to realize their full potential in a targeted and sustainable manner?

LEARNING ARCHITECTURE

Learning architecture is integrated into day-to-day operations via leadership performance in such a way that employees can successfully learn on the job.

RECRUITING EXPERTS

Whether leadership or sales personnel, with 20 years of expertise and experience we are searching for suitable talents, who are truly compatible with your values and your customer's needs.

LEADERSHIP PERFORMANCE

Leadership performance focuses on fundamental challenges such as growth, competitiveness and profitability as well as overarching challenges such as focus and agility.

DIGITAL HR SOLUTIONS

Our targeted optimization of digital employer branding strategies and digital recruiting techniques provide you with more suitable candidates and applications. Broaden your pool of candidates.

CULTURE CHANGE

A clear change roadmap can be used to plan and implement the essential elements of cultural change, guaranteeing your change will be a success.

TRAINING

We help people to grow, and do so systematically, sustainably and in accordance with your company goals using our skills-based training methods.

PERSONNEL DIAGNOSTICS

What truly motivates applicants and employees? What is it that enables them to do their best? Our potential analysis will provide you with the right answers.

PROCESS MANAGEMENT

The smooth implementation of all core processes is more often than ever the key to a competitive advantage that should be systematically exploited. We are happy to help you do this.

SALES EXCELLENCE

Which sales success factors have to be improved for your company to achieve its goals? The integrated program provides custom solutions.

COACHING

In coaching, the focus is on how the coachee interprets and perceives different situations and on how he or she consequently acts towards others.



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