



Grone

KNOWLEDGE THAT WILL HELP YOU ACHIEVE YOUR OBJECTIVES

EDUCATION ■

CONSULTANCY ■

QUALIFICATIONS ■

PERSONNEL SERVICES ■





*"We support people in
planning their professional
careers – and we do it well!"*

CONSULTANCY

competent and individually tailored

Sound advice for your future career. Our core competence lies in aptitude assessment, coaching and personnel evaluation. We advise and support each job seeker individually – from job applications right through to job selection. After all, to make the most of the opportunities in the job market, we all need to be aware of our own strengths and weaknesses. The result is increased confidence in one's own abilities and greater productivity, preventing frustration from interfering with work.

To remain in one and the same job until the end of one's professional career will in future be the exception rather than the rule. It is all the more important, therefore, to be able to prepare for change and the possibility of sudden disruptions through targeted advice that will allow individual desires, expectations and demands to be balanced successfully.

Our coaching services in a diverse range of fields are tailored to suit management and specialist personnel, working people and job seekers, as well as entire businesses. In cooperation with our clients, we analyse the general prevailing circumstances in order to keep abreast of current developments. Final evaluation and assessment are integral elements of the process as such.

Personnel assessment plays an important role when hiring new staff as well as in corporate restructuring processes. Assessment procedures and potential analyses are acknowledged, common methods that are currently being applied in many areas. Grone is specialised in this field, organising personnel assessment measures for many of our clients from many and various lines of activity.

SERVICES FOR ...

- job seekers
- older people (50 plus)
- trainers
- apprentices and trainees
- individuals re-entering the work force
- people in employment
- people on study leave
- graduates from the armed services
- lecturers / teachers / trainers
- parents
- people doing community service instead of military service
- people starting up in business
- women
- management personnel
- young people
- young adults
- long-term unemployed
- individuals undergoing rehabilitation
- students





*“Learning at Grone means
acquiring competence on a
sustained basis.”*

EDUCATION

a lifetime process for your success

A good education certainly pays for itself. Education and training is an invaluable asset in today's job market. Training also offers the means by which we can help disadvantaged people to become integrated into society as responsible members of the working population. Grone is a specialist in vocational and advanced education and training, in teaching of specialist know-how and helping people unacquainted with training to earn their qualifications. We take the view that everybody is capable of learning. We experience on a daily basis how individuals with newly acquired knowledge and skills tend to gain confidence; this, in turn, puts them in a much better position to play an active role in shaping their future.

We arrange and conduct courses in general and advanced training in many different vocational fields, and we operate our own

government-approved vocational training colleges. To us, life-long learning means improving one's chances of upgrading previously acquired knowledge and exploring new professional perspectives. The professional competence of our staff plays a vital role in this process. Most of our teachers have a background in the vocational fields in which they teach. Our clients benefit from their expertise and their network of good contacts with other professionals in the field.

We cooperate with more than 10,000 commercial enterprises throughout Germany, while also investing continuously in ensuring that the equipment and facilities in our educational centres are state-of-the-art. It is a policy that leaves us well prepared to meet the requirements of the job market for employees and businesses alike.

SECTOR COMPETENCES

- Coaching
- Services
- IT
- Restaurant trade and catering
- Health / Social welfare
- Trades / Technical professions
- Commercial
- Communication
- Management
- Job placements
- Secretarial / Management Assistance
- Languages
- Temporary work





*"As a service provider, we
work for the benefit of both
individuals and businesses"*

PERSONNEL SERVICES

success for people and businesses

Perfect match. Personal. Professional. Grone is one of the largest and most modern educational and personnel service providers in Germany. We lay the foundations on which people, businesses and institutions are able to face and overcome the challenges of the future. Due to the increasing complexity of the working community, ever-shorter innovation cycles as well as intensified competition in the wake of globalisation, all of us are required to perform at the very highest level.

This applies to businesses to an even greater degree. Only businesses whose employees can acquire new knowledge and skills more quickly and more efficiently than those of the competition will survive in the long term.

Our key approach to providing services is to focus on competences, share and increase knowledge and promote networked thinking.

In light of the constantly increasing demands made in the working community, this approach is becoming more important than ever. We perceive the trust our clients place in us as both a challenge and an incentive to provide them with lasting satisfaction. Our success is based on

- a close analysis of the requests and expectations presented to us,
- accurate determination of the resulting objectives, and
- constant monitoring of progress towards achieving the objectives in question.

In doing so, we can rely on our knowledge of the relevant industry sectors and on our contacts within the industry. In this way, we are able to design high quality services that meet specific requirements.

EXPERTISE IN THE FIELD OF PERSONNEL SERVICES

Staff recruitment

- Apprenticeship & training management
- Applicant management
- Coaching
- Personnel search and recruitment
- Potential analyses

Personnel adjustment

- Outplacement and transfer projects
- Project and interim management
- Temporary work

Personnel qualifications

- Corporate seminars
- Management training
- Personnel training
- Personnel development





"We teach competences and knowledge in order to assist individual people and society at large."

JOB MARKET INTEGRATION

targeted and customised

The right attitude makes a difference. Our central task is to prepare the way for the unemployed to find their way back to the working community. We see this as a social mission that will secure and boost growth and employment on a sustained basis. We cooperate closely with people operating in the labour market and with clients from the business community, public administration and political circles. In the process, we are ideally attuned to the various target and age groups of our clients.

The intensive cooperation between our branches throughout Germany and private-sector companies allows our students to achieve high degrees of integration in the workplace and helps them find permanent employment on completion of their training, practical experience or probationary periods.

Given the structural difficulties that sometimes prevail, we see it as our role to investigate the reasons why job seekers find it hard to be integrated, or why persons are prevented from being hired locally. We analyse the obstacles, give advice on possible alternative solutions and promote mobility so that we can operate successfully on behalf of our clients.

CLIENTS AND PARTNERS

- Employment agencies
- Workgroups and joint ventures
- Vocational Promotion Service of the German Armed Forces
- Professional associations providing workers' compensation and other insurance schemes
- Federal Insurance Office for Salaried Employees
- State insurance institutions
- Trade associations
- Ministries and government agencies
- Local government
- Universities
- Industry associations
- Companies

RANGE OF SERVICES, LABOUR MARKET TOOLS

- extra-company training
- training assistance during apprenticeship
- apprenticeship & training management
- active job projects and work opportunities
- vocational preparation
- applicant training
- coaching
- advanced education and vocational retraining
- school-leaving certificate for mature-age students
- profiling
- exam preparation
- rehabilitation measures
- assistance with social integration and debtor advice
- language training
- training measures
- education, training and work placements





FACTS AND FIGURES

Year established in Hamburg:	1895
Annual revenues, in million euros	66
Students, per day:	12,500
No. of staff:	800
Honorary staff:	400
Locations in Germany:	76
Courses offered, per day:	500
Education, training and placement centres, and training kitchens, total	96
Vocational training colleges:	8
Subsidiaries:	36
Companies abroad:	5

MANAGEMENT AND ORGANISATION

Management:	Board of Directors 11 General Managers
Supervision:	Board of Trustees (8 members)
Legal form:	A non-profit foundation under private law since 1964

COMPETENT PARTNERS

throughout Germany

Operating on a decentralised basis on a client mandate.

The Management of the Grone group of companies is in the hands of a Board of Directors. All Grone companies are organised in the legal form of decentralised private limited-liability companies under German law, which are run by General Managers. This decentralised organisation form is the hallmark of our enterprise. We have an efficient network of numerous partners who can respond speedily and specifically to local needs as they arise.

In constant dialogue between the Board of Directors and General Managers, synergy effects are created and the different forms of expertise are provided for the benefit of the entire alliance of companies. The Board of Trustees is the supervisory body of the Foundation.



BOARD OF DIRECTORS AND CURATORS (from left to right)

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