YOUR EXCLUSIVE PARTNER

COSMCONSULTING

PARTNER OF

Horton International
Cosm Consulting was founded in 1995 and signed a partnership with the Horton International network, in time becoming the Division dedicated to Middle Management.

Focused on the Search and Selection of highly skilled talents, managers and professionals as well as providing integrated Business Intelligence services.

Our idea of valorizing human capital drives us to find the best solutions for companies and assure both they and the candidate a relationship of trust alongside wide-ranging services.
Digital evolution is unstoppable.

When a fundamental competitive advantage is needed in an organization it becomes essential to turn to a reliable and attentive partner: Cosm Consulting is at your side to search out and select new talented players.

We can help you meet your needs thanks to our strategic vision that combines knowledge of the scenario and understanding of corporate culture.

An effective method to satisfy the need of the enterprise for that human capital that makes the difference.

We evaluate and propose the skills of professionals who are capable of interpreting the needs of the organization and responding to them with highly qualified skills and a result-oriented approach.

**The method**

After defining the Job Profile based on the client’s requests, we plan the research activities in relation to professional skills, company particularities, analysis of competitors, the sector and the geographical area of reference. Subsequently we start the actual selection process that consists of scrupulous individual interviews. Thanks to our territorial organization, we are able to efficiently and promptly manage quantitatively demanding selection processes on a national scale, acting as true partners of our Customers for ambitious projects.
In addition to the recruitment of highly qualified profiles, Cosm Consulting is able to provide you with a series of added value integrated Business Intelligence services, from Mapping & Scouting to more analytical Assessment, Benchmarking, Mentoring and Talent Monitoring.
ASSESSMENT

We Support
We support the company throughout the Assessment process, which represents not only a moment of analysis and evaluation, but also of valorization and investment, in order to create a strong team with a results-oriented attitude.

We Evaluate
The evaluation of human resources, whether on joining the organization or aimed at development, represents a fundamental moment to choose people and to favor the design of professional paths that take both the objectives of the individual and of the organization into account.

The company evolves, and the process of change involves everyone, resources first and foremost. When a company that looks to the future needs new inputs, Cosm Consulting offers itself as a reliable ally to study the potential and criticality of resources, in order to help the company optimize their management.

Assessment center: the tools we use
The Assessment method allows you to focus on the different skills people have and compare them with those expected in a certain job position. It is a method of behavior evaluation, designed to minimize all possible sources of distortion or error, with the aim of ensuring all participants the same opportunities to demonstrate their skills and abilities through a series of standardized tools. The method in fact stands out for the plurality of objective tools by which different aspects related to potential can be assessed; its evaluators who analyze the participants from different points of observation; its objective measurement of different aspects; its transparency of results that are communicated to the candidates during the assessment.

The most used tools are: personality test/survey; collective exercises and interviews.
When planning business development through organization change and strengthening of resources, Cosm Consulting is at your side to offer you fast, targeted advice.

A precise definition of the organization’s potential and its critical aspects is functional to its development, as is taking into account the parallel development of competitors and successful cases in the sector of reference.

Our knowledge of the economic scenarios of reference, the business area and the particular features of the organization and of the profiles guarantees a highly personalized service.

Benchmarking: which way

Once the reference model has been defined, we move on to search for data relating to the market: the business area, main competitors, organizational structures, remuneration model, ability to attract talents. The screening and processing of collected information follows and the definition of the reference models report (retributive, organizational and managerial) for each competitor sector and reference area. The process ends with the presentation of results to management.
MAPPING & SCOUTING: HOW TO MAKE A CONSIDERED CHOICE

Why use scouting? The needs of the organization may require a check on a function manager or area manager within companies in similar sectors or in the reference sector in order to get a picture of what the market offers and to make an informed decision on the need to start a search.

The evolution of the market or the need to make a structural change sometimes make it essential to know which are the best players. It is then necessary to verify how an area is structured and what the characteristics of the required profile are. You have to operate at different levels, widening the field of analysis and the level of in-depth examination to meet the needs of the client.

COSM CONSULTING OFFERS YOU ALL ITS SUPPORT TO CARRY OUT AN EFFECTIVE MAPPING.

The method we adopt

Have the right overview of the external market to understand organizational changes and know the score on competitors.
Analyze single areas to different degrees. The extent of mapping can be calibrated simply to the organizational structure or be widened to include its respective managers in the assessment.
OUR ORGANIZATIONAL MODEL

We are part of the Horton International Italy network and we use the same methodology and the same care in running our services.
OUR SERVICES

- Recruitment
- Assessment
- Benchmarking
- Talent Monitoring
- Mapping & Scouting
- Mentoring
Division of Horton International Italy dedicated to Middle Management, Cosm Consulting can count on the global approach of a large organization and its related network of companies and candidates.

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