



# IDES

## CONSULTANTS

### POLSKA

— BELGIAN BUSINESS CHAMBER —

2024



## Wirginia Gostomczyk Manager of the year

Manager of the year of the Lodz region.  
Managing Director of IDES received a special distinction in the category small company.

# ABOUT IDES

IDES Consultants Polska comes from the Institut de Development Economique & Social with its registered office in Lyon. The company is certified with ISO 9001:2015 Quality Management Certificate and is awarded with Gold Certificate of fair Play. Since 1996 over 300 companies from different industries within the Polish market have completed HR projects in cooperation with IDES.



# IDES OPERATES IN TWO AREAS

**BUSINESS**



**SOCIAL  
INITIATIVES**

# BUSINESS

## RECRUITMENT

We recruit executive, management, technical, and entry-level professionals

## DEVELOPMENT

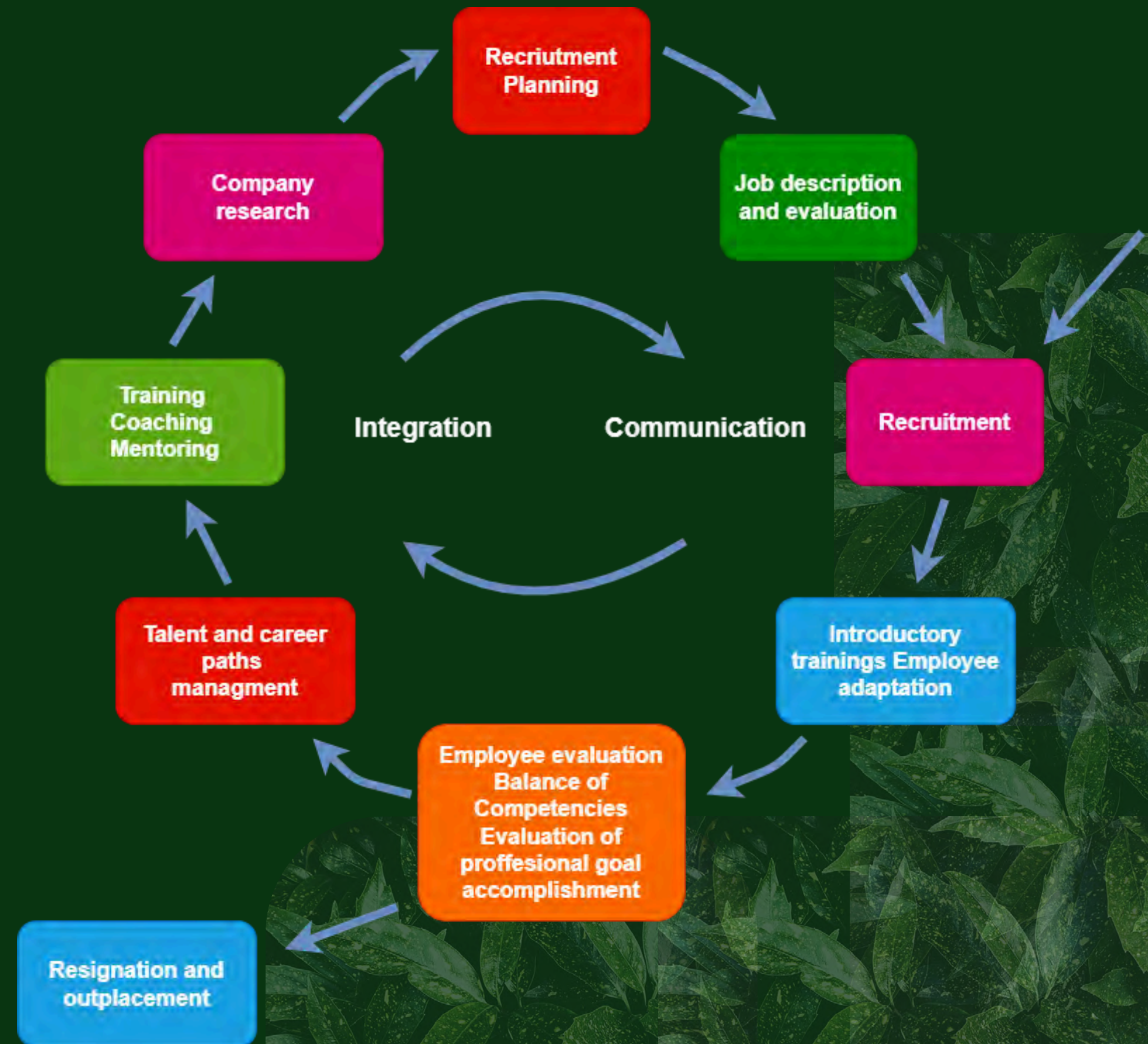
We conduct development activities through:

- Development Center and Assessment Center
- Coaching and Mentoring
- Employee engagement and satisfaction survey
- Job description and evaluation

## TRAINING

We organize training in the following thematic groups:

- Development of managerial skills
- Aales and orientation to business goals
- Development of personal skills
- Production and logistic management
- Personnel management



# SOCIAL INITIATIVES



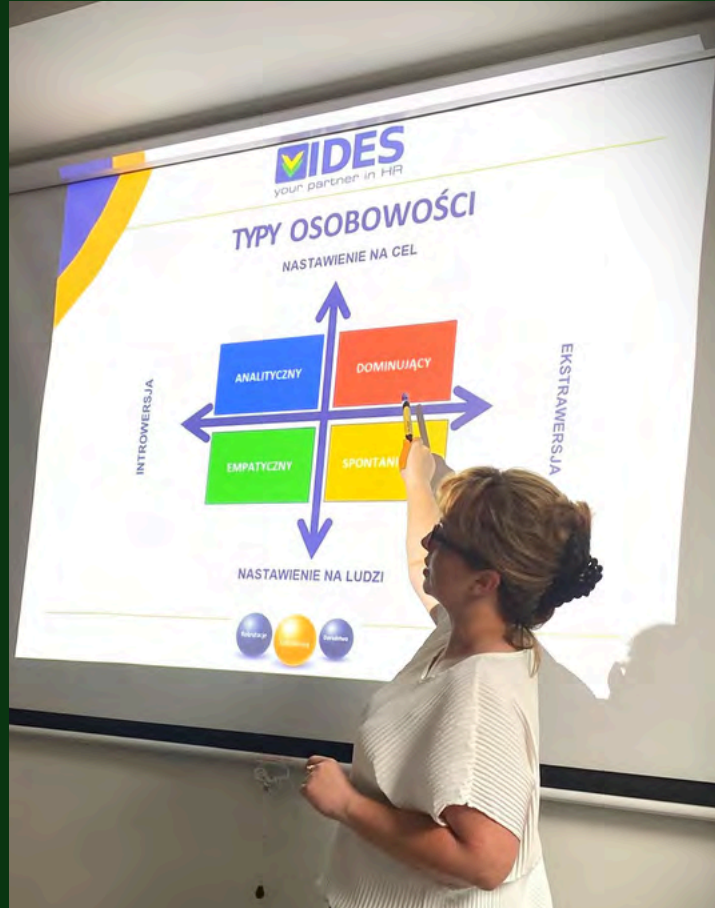
**IDES Team supports children from the foundation DOM w Łodzi**  
Madame Chromatique and Musica Vincit Omnia



**Stypendia do potęgi**  
funding a scholarship for the best students of the Lodz University of Technology



# SOCIAL INITIATIVES



**A series of training courses for the Lodz University of Technology over 130 participants**



**Internship programs over 50 internship programs in the last 5 years**



**Help for those in need support for flood victims, orphanages, shelters, people affected by war**



**Cleaning up the world IDES participation in the project aimed at taking care of the environment**

# THIS YEAR'S COMPETITION QUESTION

— B E L G I A N B U S I N E S S C H A M B E R —  
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In what ways has your company leveraged **research and development** to drive innovation in your products or services, and how do these innovations contribute to **sustainability goals** while enhancing business growth?

# Research and Development

We allocate part of our budget to R&D, we don't spend money on advertising.

**EDUCATION**

**IDES focuses on environmental sustainability initiatives such as**

**EQUAL ACCESS TO RESOURCES**

In cooperation with the Lodz University of Technology and companies, as well as Belgian companies, IDES conducts research and development projects in three areas:

- 1. RECRUITMENT**
- 2. ONBOARDING**
- 3. RESKILING**



# RECRUITMENT

## Research and Development

- Sustainability recruitment is a hiring strategy with sustainability in mind. It combines making the most compatible hire and then creating & maintaining an environment that nurtures that hire in the long term.
- Our recruiters are truly focused on sustainability, that implies utilizing techniques that create the most long-lasting and productive hire, building an employer brand centring on sustainability
- We recruit people that develop carbon market assessments, climate change management strategies, greenhouse gas policies, audits, and energy efficiency studies — providing our clients with the ability to employ exceptionally talented climate change and sustainability professionals rapidly.

## RESULT

**Retention is king in sustainability recruiting**

# ONBOARDING

## Research and Development

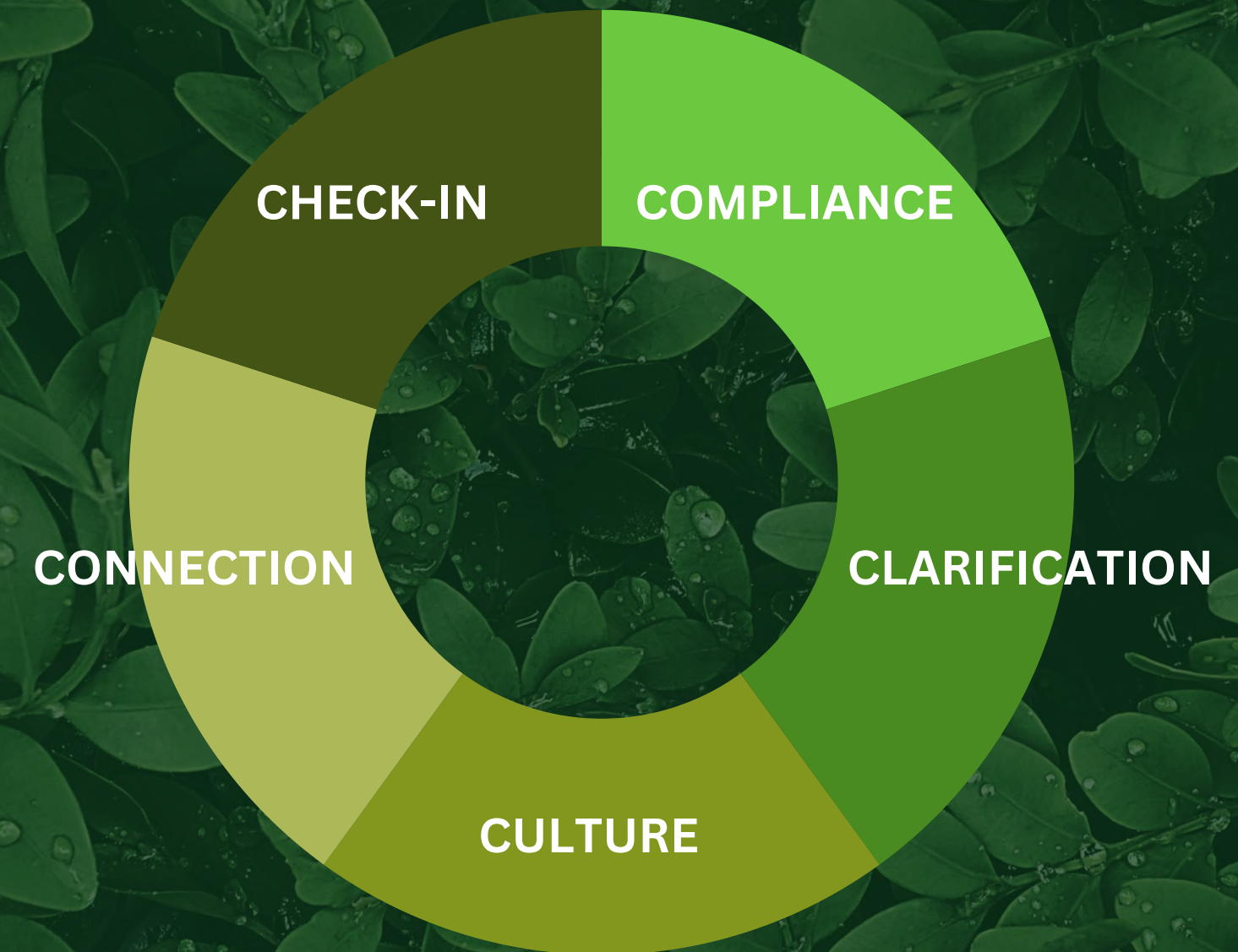
- Onboarding employees substantially increases the likelihood that new employees will stay around.
- The 5 Cs represent a comprehensive approach not just to welcome new employees but to fully integrate them into the organization.
- While onboarding sets the stage by familiarizing new employees with the product, implementation makes sure the product is technically ready to meet their needs. The information gathered during onboarding is essential for successful implementation.

## RESULT

**A research study by IDES found that companies with an effective onboarding process improved their new hire retention rate by 81% and productivity by 73%**

IDES project was how to onboard new employees remotely?

### The 5Cs



Serve as pillars that not only structure the onboarding process but also ensure these benefits are fully realized.

# RESKILLING

## Research and Development

Our research shows: that if you have the transferrable skills and an appetite for learning, then it would be advisable to consider a career move to a role within the sustainability spectrum

3 reasons candidates can consider reskilling into a sustainability job

- There's currently a huge demand for sustainability professionals.
- Organisations could be willing to hire new employees, even if he/she doesn't have the full skillset required.
- The new employee takes an active role in tackling climate change

## RESULT

**69% of employers surveyed in our latest guide expect to have a similar or increased need for green skills and sustainability specialists this year, compared to the previous 12 months**

# Wirginia Gostomczyk

## Honorary Consul of Belgium

As consul, she is responsible for:

- Representing Belgian interests and culture in the region
- Dealing with administrative matters of Belgian citizens living in the region
- Helping Belgian companies to establish contact in the local market
- Organizing and supporting cultural initiatives that aim to promote Belgian culture, art and literature



**WE CARE ABOUT YOUR PEOPLE  
TO MAKE YOUR PEOPLE CARE ABOUT  
YOUR BUSINESS**

— B E L G I A N B U S I N E S S C H A M B E R —  
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**THANK YOU FOR YOUR VOTE**

