



GLOW Training Company

Piotr Głowicki

Offer

Training and Advisory



GLOW Training Company Piotr Glowicki

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Trainings



Software HR 4.0



Assessment Centre



Moderations



Communication 4.0

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Piotr Głowicki, PhD



Ladies and Gentlemen,

we are pleased to provide you with an updated list of training and consulting services implemented by our company. For 20 years we have been improving our working methods and together with our clients we are learning and developing. In cooperation with our business partners, we are preparing for the challenges of the future. The key to joint success is patience in understanding needs, the ability to develop effective solutions and a strong methodological foundation. Our advantage is that we understand our clients' business models and we are able to quickly adapt training assumptions to meet expectations. We rely on technology, and the e-learning solution and tools for conducting and evaluating projects significantly increase the efficiency of our work.

Our successes:

- Many years of effective training and consulting cooperation with key business partners (in training and projects)
- Steady increase in the number of training orders
- Introduction of new high-quality products (GLOW® Potential Diagnosis, GLOW® Assessment Center GLOW®, GLOW® Development Center, GLOW® 360 degree assessment)
- Development and implementation of solutions related to process maturity assessment - Lean Management Maturity
- Implementation of solutions related to the assessment of the maturity level of the organization as part of the CSR strategy
- Expansion of the group of cooperating trainers
- Development and implementation of solutions for measuring commitment and measuring the level of cooperation in a selected group of employees

Our advantages:

- Scientific basis of work
- High standards of work
- Modern, practical and effective training methods
- Flexibility in cooperation

„Knowledge, skills, solutions - what you need”

In the upcoming years, we will focus on research and implementation in the area of integration and virtualization of HR functions. We encourage you to take advantage of our expertise. We will be happy to meet to diagnose your needs and present our solutions.



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About GLOW

Professional experience:
Owner:
Business profile:

more than 20 years
Piotr Głowicki, PhD
Training and consulting company

Our Trainers represent following institutions

- University of Economics in Wrocław,
- Academy of Physical Education in Wrocław,
- AOM - Academy of Management, USA,
- Scientific Society of Organization and Management,
- Higher School of Banking,
- Nicolaus Copernicus University in Toruń



+8 000
Training Days



+7 500
Trained people



+400
Problem Moderations



+300
Audits for management
positions



+100
Scientific publications



8
Practitioner Trainers



Mission

We change organizations for the better through the development of employee competences and technologically-advanced solutions in the area of HR functions.

Main actions

- Establishing strong business relationships in the US, England and Australia
- Improving the quality, attractiveness and timeliness of training and consulting offers
- Cooperation with clients in the scientific area (joint research and scientific publications)
- Improving assessment tools with particular emphasis on GLOW @ 360-degree assessment
- Development and implementation of tools to measure the effectiveness of teamwork and quality of cooperation
- Implementation of solutions in the area of virtualization of personnel functions

Research methods applied

- Analysis of literature and documents
- Network analysis
- Quantitative research (using-statistical analysis)
- Survey questionnaires
- Modelling and testing method systems
- Case study
- Experimental methods

Values

- **Truth** - we adopt high ethical standards, we do not undertake projects involving deception, manipulation and intentional misrepresentation.
- **Knowledge** - we base our activities on a scientific methodological basis, we represent the paradigm of systemic sciences, we conduct our own research and publish the results in reputable national and international scientific periodicals and involve our business partners in the scientific process.
- **Innovation** - our advantage is the innovation of activities (product, process and technological). Anticipating the customer's expectations, we use the latest technology to increase the efficiency of joint activities.
- **Flexibility** - we are ready to adapt to the expectations of our customers and business partners, if this fits in with GLOW values.
- **Effectiveness** - we define common goals, precisely indicate what we want to achieve, we are ready to change strategies and activities if the situation requires it.



Offer for HR departments

Research tools

- Opinion surveys (employees, managers) using electronic survey questionnaires
- GLOW ® Natural behaviour profile assessment tests, assertiveness of work preferences
- GLOW ® Mood barometer
- GLOW ® 360 degree assessment
- GLOW ® Assessment of the effectiveness of the motivation system
- GLOW ® Assessment of the level of motivation
- GLOW ® Assessment of the level of cooperation
- GLOW ® Engagement Index
- Identification of individual career development paths
- Competency level assessment tools (qualification matrix)
- CSR process maturity diagnosis tool
- Lean management process maturity level diagnosis tool - LMM index

Project support

- Diagnosis and change of organizational culture
- Identification of „Talent“ groups
- Development of assumptions for the process of recruitment, selection, adaptation, outplacement
- Strategic workshops for the HR Department
- Implementation of the HR Business Partner function
- Implementation of Idea Management (the process of Idea Management)
- Implementation of e-learning solutions
- Implementation of self-management solutions
- Virtualization of HR functions
- Changing of the HR Department structure
- Changing of the motivation system
- Changing of the employee evaluation system

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Trainings for Specialists

Communication skills

- Interpersonal communication
- Presentation and public speaking for specialists
- Assertiveness training for specialists
- Effective conduct of meetings and deliberations

Sales skills

- Sales negotiations
- Presentations and sales talks
- Countering manipulation in the sales process
- Seller potential in direct sales
- Sales training courses – dedicated for sectors: industrial, pharmaceutical, service

Specialized skills

- Group problem solving
- Moderator - preparatory training
- Effective optimization - KVP, BPI, Kaizen
- Decision-making training for specialists
- Project management
- System methodology in the diagnosis of phenomena

Workshop for a group of salespeople

- Increasing the effectiveness of the sales process
- Innovative selling - creative workshops
- Market analysis - workshops for salespeople
- Systematic methodology in diagnosing phenomena

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A photograph of two business professionals, a man and a woman, in a meeting. The man is on the left, wearing a white shirt and a blue patterned tie, looking towards the woman. The woman is on the right, wearing a dark blue blazer over a white top, smiling. The background is bright and out of focus.

Training for Managers

Management skills

- Building and developing teams
- Group and creative problem solving for managers
- Lean management for managers
- Systems thinking for managers
- Modern management methods for managers
- Leadership for managers
- Effective optimization - KVP, BPI, Kaizen
- Decision-making training for managers
- Tasks of a Foreman and Leader
- Process management
- Project management
- Management by objectives
- Team management

Communication skills

- Effective conduct of meetings and deliberations
- Motivating employees
- Negotiations for managers
- Employee evaluation and appraisal interview
- Presentation and public speaking
- Conducting conversations with employees
- Assertive manager



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Communication

Newsletter

- Company newspaper - newsletter is an excellent tool for the employer, in order to conduct professional and effective communication within the company (printed and electronic version)
- It is one of the simplest and most effective methods of internal communication
- Flexible solution at a reasonable price (price regulated by volume and circulation)
- Ensures uniform transmission of information

Diagnosis of the level of communication

We offer a wide range of tools for studying communication within the company, from questionnaire surveys to communication audits. In addition, we offer trainings for various employee groups.

- Development of research assumptions
- Analysis of communication channels – current status
- Development of online questionnaires
- Preparation of the final report
- Preparation of a summary of the effectiveness of communication channels
- Development of a catalog of recommendations
- Development of the structure of dependent variables and independent variable
- Workshop (HR Department, people responsible for communication internal) – developing an improvement action plan

Meetings with employees


- Professional media service
- Rich photo service
- Development of materials
- Meetings with positive energy and humour
- Attractive script - written out for individual participants
- Use of forms involving even large groups of employees



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Glow ® Moderation - group problem solving

What does the service involve?

The service consists of preparing and conducting group work based on moderation methods. The solution is characterized by high efficiency in developing solutions to problems of various types.

In addition, thanks to the unique work methodology, participants are conscious originators, show high involvement during moderation and strongly identify with the developed result.

Our original and effective methodology is based on scientific assumptions, knowledge of group work methodology and our own concepts for the preparation and implementation of moderation meetings.

We have a proven, very broad experience in solving organizational, technical, management and specialized problems.

What does the GLOW ® Moderation process look like?

1. We conduct an initial meeting
2. Identify a catalogue of problems (cognitive and practical)
3. Get to know the specifics of the problem
4. Prepare the assumptions of GLOW ® Moderation
5. Identify the group of moderation participants
6. Propose a venue and prepare necessary equipment
7. Develop a guideline document and invitation to participants
8. Conduct the GLOW ® Moderation (with the participation of 1 to 4 moderators)
9. Develop and send the report



Knowledge



Effectiveness



Cooperation



Software HR 4.0

e-Developme.com

- IT tool (application) supporting the process of diagnosis and development of employee potential
- The application uses the scientific basis in the development of the personnel function
- Facilitates building the intellectual capital of the company
- Automates and streamlines human resource management processes
- An original tool developed for Mercedes Benz Manufacturing Poland

Modules of e-Developme.com

- Onboarding 4.0
- Diagnosis of potential - tests
- My development path - planning
- Training management (automation)
- e-HR Business Partner
- Knowledge base, knowledge tests, 360 degree assessment
- Glossary of terms - for organizations
- Idea Management - rationalization proposals
- CSR 4.0 - measurement
- Employee volunteering
- Communication 4.0
- Employee evaluation





Software HR 4.0

Economic rationale

- Increasing efficiency of training budget (use of available places - automation of cancellations and invitations)
- Reducing costs associated with the diagnosis of potential (IT solutions)
- Motivate self-development and activities beneficial to the employee and the organization (rationalization proposals, preparation and implementation of internal training)
- Accelerating and increasing the efficiency of the onboarding process,
- Reducing errors in human resources management - faster, precise diagnosis
- Ability to diagnose and plan the development of all employees (IT solution)

Benefits

- Enabling full communication with users
- Increasing the process efficiency of the HR area
- Reducing administrative costs
- Increasing efficiency of communication
- Increasing transparency of the process
- Reducing costs associated with conducting the necessary analysis and research as part of the process
- Increasing the effectiveness of assessing the development potential of the people covered by the program
- Increasing efficiency of administration, control of DC process
- Enable development and planning of one's own development path at any time (flexibility)
- Increasing the level of participation of participants in the process





Workshops and special services

Our offer includes verified services

- Expertise in the area of management
- Strategy games
- Preparation of groups of Lean, KVP, BPI, PCD facilitators
- Implementation of strategic workshops
- Moderation services - meetings, conferences
- Integration workshops
- Implementation of programs in the area of Lean Management
- Commissioned research
- Assessment of the maturity of the organization within the CSR strategy
- Training in the framework of UX Design issues
- Development, implementation and evaluation of dedicated e-learning courses
- Assessment of process maturity - Lean Management Maturity index - LMM index

Examples of solutions used as part of the diagnosis

- Case study
- Behavioural self-assessment tests
- Panel discussion
- GLOW ® 360-degree assessment, GLOW ® 180-degree assessment
- Group decision-making task
- Task basket
- Group work
- Managerial project
- Expert project
- Disciplinary conversation – acting
- Motivational interview - acting
- Explanatory conversation - acting
- Knowledge tests
- Persuasive speech
- Presentation speech
- Competency interview
- Strategic task



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Potential analysis

GLOW ® Assessment Center GLOW ® Development Center

We develop projects related to potential analysis. We have a very rich experience in the field of implementation of Assessment Center and Development Center sessions (in total over 250 sessions including assessment of over 700 managers). We have conducted managerial potential diagnoses for such companies as:

- Aquapark in Wrocław
- Fresh Logistics Polska
- Gestamp
- Mercedes-Benz Manufacturing Poland
- Raben Logistics Polska
- Sitech Polkowice
- Toyota Poland
- Volkswagen Motor Polska



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- Competency interview
- Strategic task

Knowledge



Effectiveness



Cooperation





GLOW ® 360 Degree Assessment

What is GLOW ® 360 degree assessment?

GLOW ®360-degree assessment is an original, proprietary solution in the area of modern human resource management, enabling a comprehensive diagnosis of the organization and the potential of employees at different structural levels. This solution is developed for entire organizations, and not, as is most often the case, for a group of managers or a single employee. This product, through advanced statistical analysis and proprietary methodology, also makes it possible to diagnose competence gaps, the type of organizational culture, key problems in the organization, as well as to evaluate the main management processes (goal achievement, effectiveness of the motivation system, evaluation system and others). The tool is adapted each time to the specifics and organizational needs.

Why GLOW ® 360 degree assessment?

Human resource management in organizations is extremely difficult and multidimensional. Analysing and solving problems in this area, without a broad, objective and multidimensional diagnosis, is often ineffective and sometimes counterproductive. Diagnosis of the state of key processes and human potential should be the first step in improving the development of the organization.

Benefits for the organization

- Analysis of the development potential of employees
- Neutral, objective survey (anonymous at the level of colleagues and subordinates)
- Benchmark of employee potential
- Diagnosis of organizational culture based on Cameron Quin's model
- Diagnosis of training needs (at the level of individuals, teams, departments and the entire organization)
- Diagnosis of the level of management in the organization
- Diagnosis of the effectiveness of the motivation system and employees' needs in this area
- Diagnosis of the effectiveness of the employee evaluation system and employee suggestions in this respect
- Adaptation of the GLOW ® variant of 360-degree assessment to the needs of the organization diagnostic tool
- Possibility to choose the variables analysed (more than 40 to choose from)
- Possibility to use the results of the conducted research for employee evaluation
- Reliable statistical analysis with interpretation (correlations between variables)
- Systematic analysis of competency gaps
- Systemic analysis of personnel risks
- Implementation of a comprehensive, proven and reliable solution



Our customers

We are always close

- Aquapark in Wrocław
- Bama Europa
- CCC
- Credit Suisse
- Egis Polska
- Elektrociepłownia „Kraków”
- Fresenius Medical Care SSC
- Fresh Logistics Polska
- Gedia Poland
- Gestamp Polska
- GlaxoSmithKline Pharmaceuticals
- GXO
- HOERBIGER
- Kelvion
- Luxon
- Media Saturn Holding Polska
- Mercedes-Benz Manufacturing Poland
- Monika Meyer-Palus EduConnect
- NaviExpert
- Panopa Logistic Polska
- QNH
- Raben Logistics Polska
- SECO/WARWICK Europa
- SERVIER Polska
- Significa
- Sitech Głogów
- Sitech Polkowice
- Steinhoff GmbH
- Synexus
- Toyota Poland
- Uniwersytet Mikołaj Kopernika w Toruniu
- Volkswagen Bildungsinstitut
- Volkswagen Motor Polska
- Volkswagen Poznań
- White Drive Motors and Steering

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G L O W

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Contact



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