

Since over 25 years on the side of
companies and individuals



The talent is in the choices

R. De Niro

Unlock your talent.

you@nique

younique Ltd

Interest in others, curiosity and the courage to face new challenges are the values that define our collaborations. We place others, their interests and needs at the centre of our attention and create the necessary conditions so we can assist them along the way.

Having gained experience within companies and organisations across Switzerland, and having subsequently been active through our own individual consultancy firm, in January 2021 we decided to join forces and founded *younique Ltd* in Lugano.

We offer collaborations both nationally and internationally in Italian, German, English and

French, across all hierarchical levels. Among our customers we count companies and organisations from a variety of sectors: industrial, financial, administrative, insurance, pharmaceutical, security, media, transport and energy.

Our consultancy focuses on selection and development areas, such as assessment and development centers, the development of

competency models, executive and business coaching, workshops, teambuilding, outplacement and 360 ° feedback. We also offer support and assistance in the personal growth of individuals through coaching, skills assessment and job coaching.

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Meet the team of younique Ltd

Elena Tremante

- Degree in Applied Psychology, from the University of Zurich
- Scientific collaborator at the Institute of Occupational Psychology and Organisations of the Swiss Federal Institute of Technology in Zurich (ETH)
- Coaching course at the Zurich University for Applied Psychology
- Training in stress prevention, University of Berne, Prof. Kaluza

Languages: Italian, German, French

Leila Dressi

- Degree in English and Italian Literature and Linguistics, from the University of Zurich
- Post-graduate Diploma in Applied Psychology - Psychometrics Assessments, University of Surrey, London
- Coaching course at the Zurich University for Applied Psychology
- Master in Advanced Studies in Human Capital Management at SUPSI, Lugano

Languages: Italian, English, German

FSP (Federation of Swiss Psychologists); SGAOP (Swiss Association of Organizational and Occupational Psychologists); SSCP (Swiss Society for Coaching Psychology); stressnostress.ch

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Assessment & Development Center

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Assessment & Development Center

The assessment center is a selection instrument created on a scientific basis, which allows employers to make an objective assessment of the analytical, social and personal skills of the shortlist of candidates who apply for a position.

Assessment centers can be carried out individually or in groups, and are conceived on the basis of the professional skills required to fill the position. Through the use of practical exercises and diagnostic tests, the assessment allows the employer to take well-founded decisions and to avoid the high costs caused by wrong recruitment or promotion decisions.

The assessment methodology enables the employer to evaluate and observe the participants from different perspectives during a whole day (structured interviews, simulations, analysis of complex cases, aptitude and personality tests). The instrument brings the personal and behavioural characteristics of individual candidates to the surface, in an objective and comprehensive manner, enabling employers to take sound decisions.

The development center is based on the same principles as the assessment center, but focuses on the identification and development of human capital within the company. Based on business needs, the development center allows employers to identify talents, thereby supporting the company in the creation of tailored development and succession plans.

Advantages

- Carry out external and objective evaluations
- Hire or promote personnel with characteristics and attitudes in tune with the corporate culture
- Avoid costs caused by wrong hiring or promotion decisions
- Identify the development needs of new executives in view of a targeted development plan
- Identify talents within the company at an early stage
- Create career and succession plans



Workshop



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Workshop

The ultimate goal of the workshops is the development of the organisation, allowing participants to acquire tools to manage their resources so as to foster change, increase effectiveness and, last but not least, gain greater self-awareness.

Since the learning of social skills differs from the learning of purely technical skills, the learning material is conceived differently. The methodology focuses on practical aspects and on the exchange of experiences with theoretical inputs. This allows us to put new models of behaviour and of collaboration into practice, in order to secure corporate change processes over time.

This approach is flexible and tailored to the needs of the client emerging both during the analysis of the situation and the development of the process. Based on the concerns and issues important to the company, a targeted workshop is designed together with the management and/or HR.

We place personal growth at the center to jointly create quality performance and a sustainable future

Leila & Elena



Examples of areas covered

- Actions addressing teams: create team spirit, clearly define the roles of each team members, establish collaboration rules and codes of conduct, develop processes and manage conflicts
- Leadership: managing difficult situations, using objective evaluation methods, motivating employees, managing self and others
- Communication: define communication codes, present and communicate effectively
- Change management: define and create a corporate culture, support a change process
- Health prevention measures: acquire techniques for stress management
- Planning and organisation of work: time management, effective management of own resources
- Increase self-knowledge and self-awareness: learn how to manage own emotions by recognising them at the onset
- Development of a competency model; specific training of a structured interview technique (Competency Based Interviewing) and training to learn the objective observation of behaviours





Outplacement

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Outplacement

In outplacement processes we offer systemic and professional counseling to people who are looking for a new professional challenge.

Our role is to welcome and support individuals who have just lost their job and to develop a strategy to define a professional reorientation.

This tool is divided into different phases: it starts with an in-depth analysis of the initial situation, then moves on to the creation of the relevant application documents (CV, motivation letter), to the preparation for the selection interview, and to the analysis and expansion of the network of contacts. Needs are identified individually with the customer, in a targeted fashion.

Examples of areas covered

- Support during the redundancy phase, change management
- Skills Assessment, analysis of strengths and limitations
- Compilation of the application documents
- Preparation and processing of job interviews
- Strategic management of own network of contacts
- Individual coaching
- Support during onboarding





Executive & Business Coaching

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Executive & Business Coaching

We offer coaching services on request across all hierarchical levels. Our approach is pragmatic, systemic and solution-oriented. Alongside the personal development, we support the coachee in the search for solutions to specific professional challenges.

We focus on issues such as managing change, conflict and stress, awareness of own values and impact, as well as other potential challenges related to a leadership role.

Unlike internal partners in the company, an external coach has the advantage of being neutral and disconnected from the company's internal dynamics, and can therefore act as a sparring partner.

Within this framework it is therefore possible to create a relationship of trust, which allows the client to formulate feedback openly and to stimulate reflection as an equal, without risking any conflict of interest.

Examples of areas covered

- Developing own vision, deepening own values
- Improve own impact as a leader
- Building trust in your team
- Managing a change process
- Taking on a management role, facilitating the transfer to the new management role
- Introduction to leadership tools
- Reflecting on own behaviour and on its impact on others
- Assertive communication
- Planning and managing performance appraisals
- Optimising organisation and time-management skills
- Improving own resilience and managing stressful situations





Coaching & Job Coaching

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Coaching & Job Coaching

Individuals also increasingly rely on a coach to support them to address private and professional challenges, or to increase their awareness of their own values.

Our coaching programme is based on a relationship of mutual trust, which enables the client to open up and to question themselves. We help our coachees to increase their focus on their goals, encouraging them to embrace new perspectives and new ways of thinking. We also encourage them to revisit their interpretation of reality, to increase their self-knowledge and self-awareness, as well as to identify the most appropriate strategies to optimise their potential and, therefore, to activate their resources.

It is a growth path aimed and targeted at specific objectives, which encourages change and increases the quality of life.

We ensure a process based on trust and confidentiality, while respecting the idiosyncrasies and values of the coachee, without removing any autonomy or responsibility from the individual.

Let us take care of ourselves in order to create genuine relationships and responsible choices

Leila & Elena



How can coaching help me?

- Increase confidence in self and awareness in own resources
- Work on own self-esteem
- Face an important challenge
- Change own approach to inter-personal relationships
- Manage own mental traps and automatisms
- Understand own communication style and make it more effective
- Live life in a more relaxed manner, letting go of blocking situations
- Improve self-organisation and self-management
- Become aware of own work-life balance
- Acquire awareness of own values
- Receive support during the transition phase from professional life to retirement
- Get to know and manage own strengths and limitations in the best possible way, starting for example from a Skills Assessment
- Prepare to face a new professional direction in a structured way



How to contact us

younique Ltd

Via Balestra 9

CH-6900 Lugano

unlockyourtalent.ch

Elena Tremante

+41 79 788 31 50

elena@unlockyourtalent.ch

Leila Dressi

+41 79 543 61 29

leila@unlockyourtalent.ch

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