

# Talent Matters



Happy to Welcome You



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Director

## Uzbekistan | Background

Creating of new **high-performance workplaces** is key economic challenge

19,1

millions of people  
of working population

3<sup>rd</sup>

place in the world  
cotton export

417

small  
industrial zones

\$57

billion trade  
turnover in 2023

7<sup>th</sup>

place in the world  
gold mining

22

free economic  
zones

## Uzbekistan | Background



International **business** investment



Strong **foreign trade** relations in the region (+ 8 billion)



Cultural connection among the **CIS & Central Asia** countries



Attention to the country's **Hi-Po specialists and talent**



**Fast growing** economy

# Highly experienced team of professionals

## LavoroSolutions in Numbers

10000

Employees  
in administration

30+

Years of consultants' expertise  
in HR market

900+

Clients

300+

Current short-term and long-  
term employment projects

200+

HR consultants  
and experts

30+

Years of work in multiple markets  
across the world

## Economic sector in the Client portfolio



Industrial



Automotive



FMCG



Banking & Finance



Logistics



Manufacturing



Retail



Legal



HI Tech & IT



Computers & Electronic

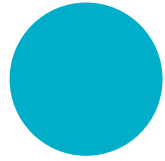


Pharmaceutical



Chemicals

# Our Services



## Recruitment

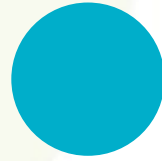
Professional Search and Selection

Top Management Selection, Industrial Selection, Mass Recruitment

Talent Mapping

Conduct of Assessment Centres

Salary Surveys



## Staffing and Target Based Outsourcing

Short- and Long-term Temporary Staff Provision

### TBO:

- TBO Reception
- Call Centre
- Direct Sales Support
- Industrial

### Recruitment Process Outsourcing (RPO)

Temporary Staff Provision for flexible integrated solutions with responsibility for the outcome



## HR Consulting

Career Conversation

Assessment & Development

Inspirational Safety

Cross-Cultural Communication

Career Mobility & Transition

## Recruitment

65

+ consultants

3500

placements per year

86%

Clients come back with repeat requests

### Expertise in:

- Sales and Marketing, FMCG
- Sales and Marketing, Retail
- Sales and Marketing, B2B
- IT, Telecom
- Manufacturing and Engineering
- Construction
- Purchasing and Logistics
- HR
- Administrative Staff
- Pharma and Medicine
- Finance and Accounting
- Legal



# Complete Solutions for Different Situations

Temporarily absent employees replacement

Temporary/seasonal business expansion

Indirect recruitment needs



## Long- and short-term employment:

Type of contract	Staff provision contract
Period of contract	Limited by the contract length
Labor safety	Client
Process management	Client
Responsibility for the result	Client
Cost management	Client

# Non-key Functions Outsourcing

## Office Functions Outsourcing

- Selection of candidates
- Replacement providing
- Administration
- Calculation/wages payroll
- Quality management consulting
- Education
- Uniform provision

## Call Centre

- Selection of candidates
- Replacement providing
- Administration
- Calculation/wages payment
- Quality management consulting
- Education
- Uniform provision

## Sales and Field Staff Outsourcing

- First-class staffing and recruitment
- Full compliance and adherence to all laws and regulations
- Absolute financial transparency
- Reliability and predictability for the Client
- Labor protection consulting
- Large client base in HR services
- Many years of experience in the international market of BTL services

# Industrial Outsourcing

## LavoroSolutions

- Initial recruitment and selection
- Maintaining employees' headcount on the project
- HR administration and payroll
- Training. Development of training materials
- Quality control
- Developing incentives & bonus schemes
- Control over compliance with health and safety requirements
- Control over volumes maintenance
- Meeting deadlines
- Optimization of the processes

## Client

- Monitoring and control of the final results

## LavoroSolutions On-site

- Technical and engineering personnel & executors
- Safety engineers
- On-site coordinators
- Shift foremen
- Quality control group

- Reducing Customer's expenses
- Reducing the Clients' staff headcount
- Releasing Client Resources
- Transfer of main / auxiliary production processes to the outsourcing company

# Recruitment Process Outsourcing

RPO is the service that involves the transfer of operational responsibility for one or more recruitment processes, including administrative ones, from a Client to a service provider.

## Candidate start date guarantee

### 3 Task types

- New product launch.
- Global business expansion.
- Change of strategy.

### 3 RPO types

- Recruitment support.
- Project PRO.
- End to end RPO.

### Our RPO standards

- Formation of a team for the task.
- Modelling of processes.
- Analysis and strategy of personnel search.
- Search and attraction of candidates.
- Evaluation of candidates.
- Hiring.
- Withdrawal and adaptation of the employee.

# HR Consulting

## Career Conversation

Implementation of culture of Career Conversation in the company

Development of managers' leadership competencies in the field of career coaching & mentoring

Involvement of employees in Career Conversation culture and development of their career management competencies

## Inspirational Safety

Implementing a Safety Culture in Organization

Development of inspirational leadership competencies in the field of Labor Safety

Involving employees in Safety Culture of a Production Organization

## Assessment & Development

Comprehensive assessment of all levels employees' potential with developmental feedback on the results

Development of leadership, basic management and soft skills development programs in hybrid formats

Intensive programs with a focus on 1-2 competencies based on assessment results

## HR Consulting

### Career Mobility & Transition

Advising HR on staff career mobility at the stage of company transformation

Training managers to manage employee career transitions

Formation of employees' readiness for multi-career and transition

### Cross-Cultural Communication

Auditing a comprehensive construct of intercultural competence in a company

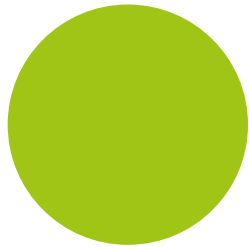
Development of managers' inspirational leadership competencies in the field of cross-cultural communication in business processes

Engaging employees in improving understanding to use outcomes of Cross-Cultural acceptance

98% positive evaluations  
of the program results

## Innovation & Technologies

### Automated platform for project employees



**Productivity**  
of internal processes  
and daily activities



**Added value**  
of our services for  
Clients and project



**Compliance**  
with all legal  
requirements



**Evolution**  
technology that allows us  
to develop services  
for our customers

- Online access to HR data and inquiries.
- Well-thought-out logic of application and notification approval process to users.
- Display of the composition of the entire project team and necessary contacts.
- Available on any device with Internet access.

# Innovation & Technologies

## Automated platform for project employees

Function (Ex)	Description:
User Profile	<ul style="list-style-type: none"> <li>Employee personal data and contacts</li> <li>Project contacts</li> <li>HR information</li> <li>Vacation balance</li> <li>Mob Data communication, Corporate Insurance Data</li> </ul>
Vacation	<ul style="list-style-type: none"> <li>Online Vacation Application &amp; Email Notifications</li> <li>Electronic notifications</li> <li>Formation of all necessary document templates in the system</li> <li>Adaptation of the vacation list to the needs of the project</li> <li>Flexible vacation transfer functionality</li> <li>Availability of vacation calendar for project colleagues</li> </ul>
Business trips	<ul style="list-style-type: none"> <li>Online travel application &amp; Email Notifications</li> <li>Electronic notifications</li> <li>Formation of all necessary document templates in the system, including expense report</li> <li>Electronic verification of travel documents</li> <li>Access to colleagues travel calendar</li> </ul>
Sick leave	<ul style="list-style-type: none"> <li>Online informing about the opening of the sick leave</li> <li>Sample sick leave</li> <li>Flexible functional extension / closure / cancellation of sick leave</li> <li>Control of applications and history of actions</li> </ul>
HR personal requests	<ul style="list-style-type: none"> <li>The solution of personnel requests directly with the personnel team: copies of documents, certificates, etc.</li> <li>Monitoring application progress status</li> </ul>





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