

关于我们 ABOUT US

海特咨询自成立以来一直秉承“追求卓越、诚信不渝、服务客户、尽善尽美”的核心理念，为企业提供专业的人力资源开发、培训与发展、专项企业管理咨询和高级人才寻访等最佳服务。

海特咨询以诚信为本，致力于与客户共同构建持续改善平台并通过与客户建立良好的合作伙伴关系实现共同的价值。我们以客户需求为已任并充分发挥我们的专业能力，帮助客户实现企业、组织和个人的远景和目标。

High Tier Consulting offers tailored Human Resources solutions based on a comprehensive understanding of client-corporate culture as well as global management concepts and norms to create the best-in-class management teams.

High Tier Consulting is dedicated to building trust and confidence with its clients for the purpose of achieving maximum results in a professional arena. We bring deep industry insights, proven experience, rigorous analytical capabilities and a pragmatic mindset to our client's complex business problems.



High Tier Consulting
海特咨询

我们的使命 Mission Statement

以我们的创新能力不断整合和提升先进的管理理念为客户创造极具价值的服务。以我们在人力资源管理、人才培养和发展等相关领域的知识和成功经验及资源帮助客户实现业务和组织发展的卓越目标。

To integrate global and local knowledge into providing creative and value-added Human Resources solutions in order to improve organizational and individual performance. We constantly perfect and upgrade the quality of our services and aim for excellence.

www.hightierconsulting.com



High Tier Consulting
海特咨询

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Mission Statement

High Tier Consulting
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一、培训业务 Training & Development Services

有效的培训与辅导程序 Training for Excellence Process



培训解决方案 Training Solutions

培训对企业的发展是很重要的，通过培训可以增强员工的能力，传播企业文化，增强企业的竞争优势。

海特咨询不是单纯地提供培训课程，而是提供培训解决方案，即通过我们提供的培训项目真正解决客户所遇到的能够通过培训解决的问题。所有的培训方案都是根据客户的需求而定制的。我们的顾问会首先了解和理解客户的需求，然后选择符合需求的培训项目。我们所有的课程都是通过科学规范的流程而设计的，我们的培训师都是所授课领域的经验丰富的专业人士，而且具备良好的授课技能。我们的最终目的是确保我们的客户在培训方面的投资有所回报。

Training is very important in facilitating business growth by improving employees' competency and disseminating company culture by communicating and explaining the components of the culture.

High Tier Consulting does not just sell training courses, but we also provide solutions, i.e. solving problems that can be solved with training through our training programs. Our training solutions are tailor-made and based on client needs. Our programs are designed through a scientific and standard process, and our trainers are highly skilled in training delivery as well as being seasoned professionals in the field. Our ultimate objective is to ensure return for our clients on training investment.

培训产品 Training Programs

海特咨询为客户提供下列系列课程：

- 现代人力资源开发与管理系列
- 高效管理与领导技能系列
- 个人有效性系列
- 项目管理系列
- 市场营销系列
- 六西格玛管理系列
- 精益生产系列

这七大培训系列包括几十门课程，可以满足企业的多种需求。

The main categories of training programs High Tier Consulting offers are as follows:

- Human Resource Development and Management Series
- Management and Leadership Series
- Personal Effectiveness Series
- Project Management Series
- Sales and Marketing Series
- Six Sigma Series
- LEAN Manufacturing System

These series of training programs contain a dozen of training courses to meet the various needs of clients.

二、管理咨询业务

Management Consulting Services

海特咨询可以为企业提供高质量的管理咨询服务。在每一个项目咨询过程中，我们将恪守“专业、严谨、高效、实用”的原则，尽心尽责地对待每一个客户。通过周密的计划，详细的调查，深入地分析来满足客户的要求。

High Tier Consulting is dedicated to providing high quality consulting services to our clients. In every project, we engage professionals to make efforts to find practical solutions in a timely manner. We are dedicated to satisfying the needs of every client with detailed planning, resulting from diligence and in depth analysis.



管理咨询工作程序

Management Consulting Process



管理咨询服务包括

The Core Consultancy Services Include

- 人力资源管理与开发全面解决方案
- 培训与发展全面解决方案
- 员工满意度调查与分析解决方案
- 360度调查与分析
- 建立绩效管理 with 评估系统
- 薪资与福利系统设计
- 员工关系和案例管理系统设计
- 建立六西格玛生产与质量管理体系
- Total Solution On Human Resources Management and Development
- Training & Development and Evaluation System Design
- Employee Satisfaction Survey, Analysis and Solution
- 360-Degree Survey, Analysis and Solution
- Performance Management System Design
- Compensation & Benefit Structure and System Design
- Employee Relation and Case Management System Design
- Help the Business to be Six Sigma Factory

三、高级人才寻访服务项目

Executive Search

海特咨询还致力于为客户提供中、高层管理、技术和特殊人才的寻访及招聘等专业服务。我们在了解市场状况、分析客户需求、高效率寻访及有效评估候选人的综合能力等方面显示出充分的实力。我们拥有“服务客户，尽善尽美”的信念和“执着追求，让顾客完全满意”的理念运用多专业、多领域的人才库，海归派网络信息人才库和众多友情关系网的支持以及广泛的信息渠道和网络使我们在寻访和招聘IT行业、专业服务领域、医药、能源等行业的中、高层管理和技术人才具有绝对优势。



The Executive Search service goes beyond merely filling recruitment needs. We aim for a match between our client's company requirements and the potential candidate's knowledge, skills and personalities. Our ultimate goal is to tailor our clients' needs for filling out their executive positions at the right time.

高级人才寻访程序

The Professional Process For Executive Search

- 客户需求评估
- 岗位职责描述
- 研究与调查
- 候选人甄选
- 候选人面试与评估
- 汇报候选人情况
- 安排客户面试
- 选定候选人
- 寻访结束
- Needs Assessment
- Position Profile
- Research
- Candidate Identification
- Candidate Interview and Assessment
- Presentation of Candidates
- Candidate/Client Interview
- Referencing of Successful Candidate
- Completion of the Search

High Tier Consulting 海特咨询

培训课程精选

Highly Recommended Training Programs

- 高效人力资源管理 with 务实
- 情景领导技能
- 项目管理
- 高效团队建设 with 持续改善
- 招聘与面试技巧
- 绩效管理 with 操作
- 有效的沟通技巧
- 员工关系研讨
- 市场营销
- 有效执行力 with 务实
- 组织变革 with 发展
- 非人力资源经理的人力资源管理
- 培训培训师专业技能
- 高效辅导技能
- 创新无极限
- 压力管理
- 时间管理
- 商务写作
- 六西格玛绿带/黑带课程
- 精益生产管理
- Hi-Efficient Human Resources Management
- Situational Leadership
- Project Management
- Hi-Efficient Team building and Continuous Improvement
- Target Selection
- Performance Management and Practice
- Effective Communication Skills
- Sales and Marketing
- Effective Execution and Practice
- Organizational Changes and Development
- HR Management for Non-HR Managers
- Train-The-Trainer (TTT) Program
- Coaching for Performance Excellence
- Innovation
- Stress Management
- Time Management
- Business Writing
- Six Sigma Green Belt and Black Belt
- LEAN Manufacturing Management