



Make difference with People



The term *nòema* comes from the old Greek language and it means project, thought item. These concepts represent the way we provide services for the development of the company's **human resources**. We highlight this through both the customer focus and the “sartorial” accuracy of our interventions. We highlight this through both the customer focus and the “**sartorial**” **accuracy of our interventions**. These elements have always characterized the Italian style and constitute something we are greatly proud of.

Noema HR is the **first Italian consulting** firm that provides 360-degree services in order to **enhance the human capital's work inside the companies**. Many companies that play a leading role in their sector have already chosen Noema HR due to both its excellence certified by international bodies and the constant attention it pays to the clients' needs for development.



Training



Coaching



Workshop
Lego® Serious Play®



Funding
Opportunities



Organization
& Development



Organizational
Health



Certification
Management
Systems



Team Building



Start-up
Empowerment



Diversity
Management



Outplacement



Smart
Working

Giving value to diversities as a way to let people make their “unique” contribution.

Thanks to its 360° gained experiences development and enhancement of human resources, Noema is able to build interventions of equality & inclusion that give value to companies.

Noema HR is able to offer “sartorial” interventions on both the management and the diversity enhancement areas: gender, age, ethnicity, culture. The interventions aim at generating a measurable impact.



Winning Women Institute

Noema is one of designer and promoter of Winning Women Institute, a volunteer association that improve gender equality in organisation.

Winning Women delivers a certification path based on these steps:

1. ex ante audit, as diagnosis activity and engagement action,
2. audit, as evaluation of a set of indicators,
3. certification, as positive result of assessment,
4. communication, as exploitation of good praxis and economic result for the company.



Winning Women Institute

Large and medium sized companies are beginning the certification process and many others are interested in initiative, for example:

- CAMEO, food and beverage
- GRENKE, logistic
- LIERAC, cosmetics
- LEGO, toys
- UPS, delivery services
- Japan Tobacco Industry
- PAMPERS



A model to improve?

The approach based on volunteer certification programme could be an efficacy strategy to improve over aged workers in organisation or/and promote the collaboration through large companies and SMEs managed by over aged entrepreneurs, as evidence of social role of companies





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