

The Essence of your Company is Human Energy.

Stock up with EBM...

■ EBM Objectives

To identify the human problems within the company.

Resolve and reactivate through listening, advice, support, therapy and care.

Strengthen your internal resources.

The continual development of ideas, usage, fashions, technologies, business and global events requires companies to constantly adapt to new situations. This involves combining flexibility and qualitative performance. EBM Consulting systematically pools the experience and talents of all its specialist partners. Employee motivation has a direct impact on work efficiency, product quality and the company's reputation and therefore on mutual success. EBM Consulting offers a tailor-made and consistent treatment based on the targets, roles and needs of all parties involved.

Optimise the chances of individual success through empathy, motivation and bringing out the innate qualities of the individual.

In workflow management and human relations, the desire to succeed is never enough. It is a matter of specific knowhow.

For EBM it is a matter of intervening ideally at three stages:

- **upon recruitment,**
- **during the activity,**
- **upon termination or departure.**

By your side... whenever needed



■ Situations

Notice and anticipate.

When we notice an actual danger, it is often too late!

The following situations could arise tomorrow:

- You have to part company with an employee with more than 15 years' service.
- You are faced with a delicate situation involving a change of status or duties for a valued member of staff.
- You learn that one of your employees is in a family or financial situation that has become intolerable.
- You wish to prevent and anticipate mobbing and burn-out issues within your teams.
- You wish to provide psycho-social advice and care to staff absent from work.
- A serious incident, death or suicide occurs within the company.

The company and its employees must be able to call upon the experience and knowledge of an independent expert at any time in order to face and resolve the most complex situations:

**unemployment
abuse
redundancies
repatriation
LPP AI LAA retirement
mobbing mediation
death and suicide
sickness and accidents
debriefing**

Support your company and staff *for shared success.*

EBM Consulting offers you a range of services covering those special, isolated or unpredictable situations that any company may be faced with.

Tailor-made services.

- **Advice/organisation** – To be at your disposal and that of your employees to analyse and define the ways and means associated with professional or personal issues: retirement, mobbing mediation, specific situations and crisis management.
- **Support** – To support you in your reflection and decision-making during company restructuring initiatives. Advise your staff faced with new provisions. Manage conflicts. Harness potential and creative resources. Draft and translate your documents and correspondence.
- **Seminars** – Management development – HR training – pension, healthcare or collaboration problems.
- **Coaching** – To intervene in a specific project or issue, short or long-term.
- **Debriefing** – To support you in the event of a serious incident, crisis, accident or suicide. Post-traumatic therapy and care.

Specific seminars for:

- Senior managers**
- Senior-level officers**
- Human resources**
- Staff committees**
- Group leaders**
- Retired persons and others**

By your side... whenever needed



■ *Esther BAUD, social engineer*

By your side, through thick and thin.

Professional experience

- Support for adolescents in difficulty.
- Personnel counselling role with SWISSAIR, included active intervention during the crash of flight 111 and the grounding, to support personnel (redundancy, long-term illness, job seeking, social insurance, coaching).
- EBM Consulting continues to provide important and continual initiatives within the human resources and medical fields to numerous companies, both for individuals and various organisations.
- Various assignments in the Near and Middle East, the United States, Canada and in Europe.

Studies and training

- University studies in literature, theology and social sciences, specialising in social insurance, writing and communication.
- Training in coaching, mediation, case history for learning and in systemic constellations.
- Ongoing training in the treatment, medical and care fields.
- Artistic activities:
In-depth training in lyrical singing and dance.
Concerts and performances each year in Switzerland and abroad.

In 2001, Esther Baud founded EBM in Geneva.

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EBM SEMINARS

Your true qualities will ultimately change your life...

What hampers our decisions and interferes with the completion of our projects?

What is the real source of our relationship conflicts?

How can we find our true place in our personal and professional lives?



EBM CONSULTING

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