

The background of the entire image is a close-up photograph of a metal surface, possibly a piece of machinery or a metal plate, with a diagonal line running from the top left to the bottom right. The left side of the diagonal is a smooth, brushed metal surface, while the right side is a rough, fractured metal surface with many small, sharp edges and a golden-brown patina. The COVA logo is positioned in the top left corner, and the tagline is in the top right corner. The word 'COVA' is written vertically in large white letters across the center of the image.

COVA

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*We develop people,
teams, organisations*

COVA

CORPORATE VALUES

Our Company, Corporate Values is an organizational development consultancy based in Budapest, Hungary, and has been one of the leading consultancy and training provider companies for ten years.

Our customers are large multinational companies, administrative institutions and small- and medium-sized enterprises. We are present in several industries: Information Technology; transportation; the food, pharmaceutical and service industries; telecommunications; public health; manufacturing; education and the oil and energy sector.

OUR VALUES

Professionalism

Our trainers and organisational development (OD) consultants are highly qualified organisational psychologists and economists. They studied at top international and Hungarian universities. They continuously develop their training methodologies at international workshops. Our trainers and OD consultants are lecturers at higher educational institutions as well as trainers at specified psychology trainings.

System-thinking

We believe that system thinking is essential for organizational development project. We are aware that team or individual development programs affect the whole organization; therefore, we make sure that our interventions are fully aligned with organizational goals and values.

Client-focus

Our passion is to develop and support our clients. When designing and delivering our organizational development programs, we focus on clients' needs and seek to fully explore the underlying motivations, strengths and challenges at organizational, team and individual level to maximize the positive impact of our interventions.



Solution-focus

We believe that a co-created vision and future goals are more motivating than focusing on problems. Our organizational development approach is rooted in solution-focus methodologies. We support our clients to find the best solutions and easy-to-use techniques to their challenges in long term.



PROFESSIONAL PROGRAMS

Organizational development

During our organizational development programs, we place maximum emphasis on balance between human and business aspects.

We use the entirety of an organization as a system as a starting point. Thorough preparatory diagnostic work precedes our programs, enabling individual organizational development steps to be built upon one another and, at the same time, match the organization's features.

Our programs:

Complex organizational diagnostics

During diagnosis, we assess the current situation of the organization, which allows us to plan targeted and relevant intervention. The thorough diagnosis enhances commitment to and confidence in the intervention within the organization.

Our professionals have elaborated a comprehensive and integrative diagnostic model that combines life cycle, component and holistic models.

Our diagnostic methodology is versatile: we use qualitative, quantitative, network research and mixed methodology.

**To accomplish great things,
we must not only act, but
also dream; not only plan,
but also believe.**

– ANATOLE FRANCE

Change management

Because little emphasis is put on the support of human factors, 70 percent of change projects end up unsuccessful. The secret to successful change management includes communication, empowerment and involvement – these help minimize opposition. During change projects, we emphasize finding the agents of change who can easily and informally diffuse their positive attitude regarding change within the organization. We support managers and change agents through team coaching and workshops in virally spreading new behaviors and attitudes, and in making the effect sustainable over the long term.

Organizational culture development, creating organizational values

Organizational culture and values permeate an entire organization; they drive our mentality, attitude and behavior. Culture and values provide guidance for how to be successful and how to achieve our individual, group and organizational objectives. Changing a culture is a long-term process, the means of which could be skill-improvement training, workshops, team coaching and action-learning or individual coaching methodologies. As consultants, we support our customers in building their organization on a strong value basis that can easily be translated into operative steps and thus become widely known among colleagues.

Business Strategy and Vision Creation

As the result of organizational strategy and vision creation, our customers find their vision, their feasible strategy, analyze risks and clearly see the group and individual operative actions required for realization. We help our customers in creating a measuring system to monitor the realization of the strategy. A well-defined and transparently communicated strategy drives the efficiency of the organization as a whole. Processes, colleagues and the technological environment are synchronized, colleagues are committed and clear on their individual tasks, and organizational units and business lines support one another.

Support, creation and implementation of HR processes

- Selection (AC, DC)
- Elaboration of a talent management program
- Introduction of mentoring programs
- Performance management system

When creating HR processes, we support our customers in finding HR processes that maximally match their organizational culture and support the achievement of strategic objectives. Strategic objectives are broken down to the level of individual goals and competences and thus organizational harmony can be realized. In addition to top-down initiatives, we put great emphasis also on feedback in bottom-up initiatives and remarks.

Creation and development of knowledge management programs

In our knowledge management programs, our goal is to maintain and spread tacit knowledge within the organization. In knowledge-intensive sectors, people and the knowledge possessed by them, their know-how, is the most important capital. Colleagues can share best practices on an interactive, playful IT interface with one another, through which they can increase their individual visibility within the organization. Best practices improve the culture and help translate new knowledge into daily practice, and success stories provide inspiration for colleagues.

Process improvement

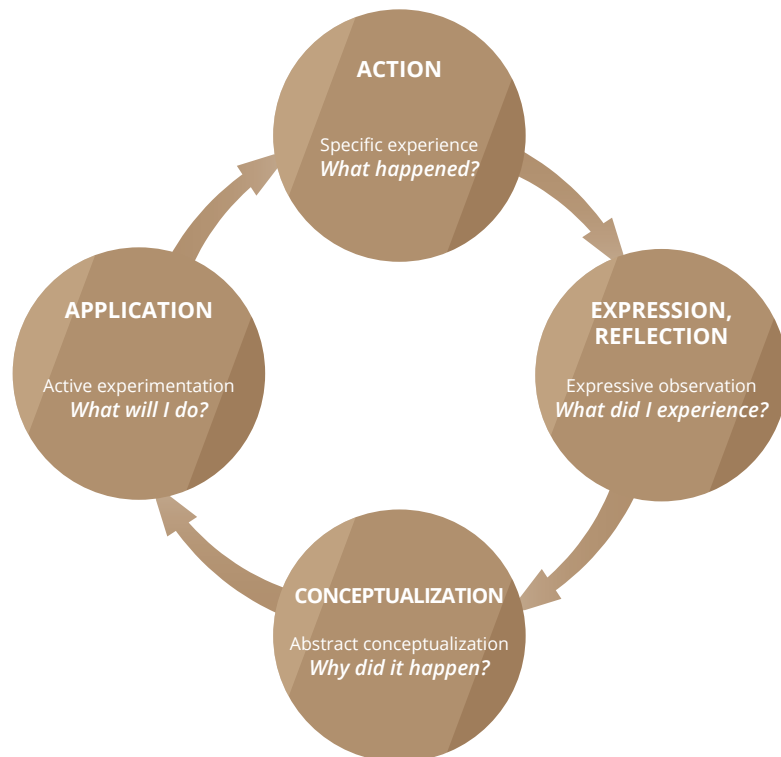
During processes improvement, we perform complex diagnostics. Our goals are to create processes that add value, to serve the needs of external and internal customers, and to make restructuring compliant with industrial legislation. During processes improvement, we apply lean, business process re-engineering methodologies and corporate architecture management tools.

TRAININGS

OUR METHODOLOGY

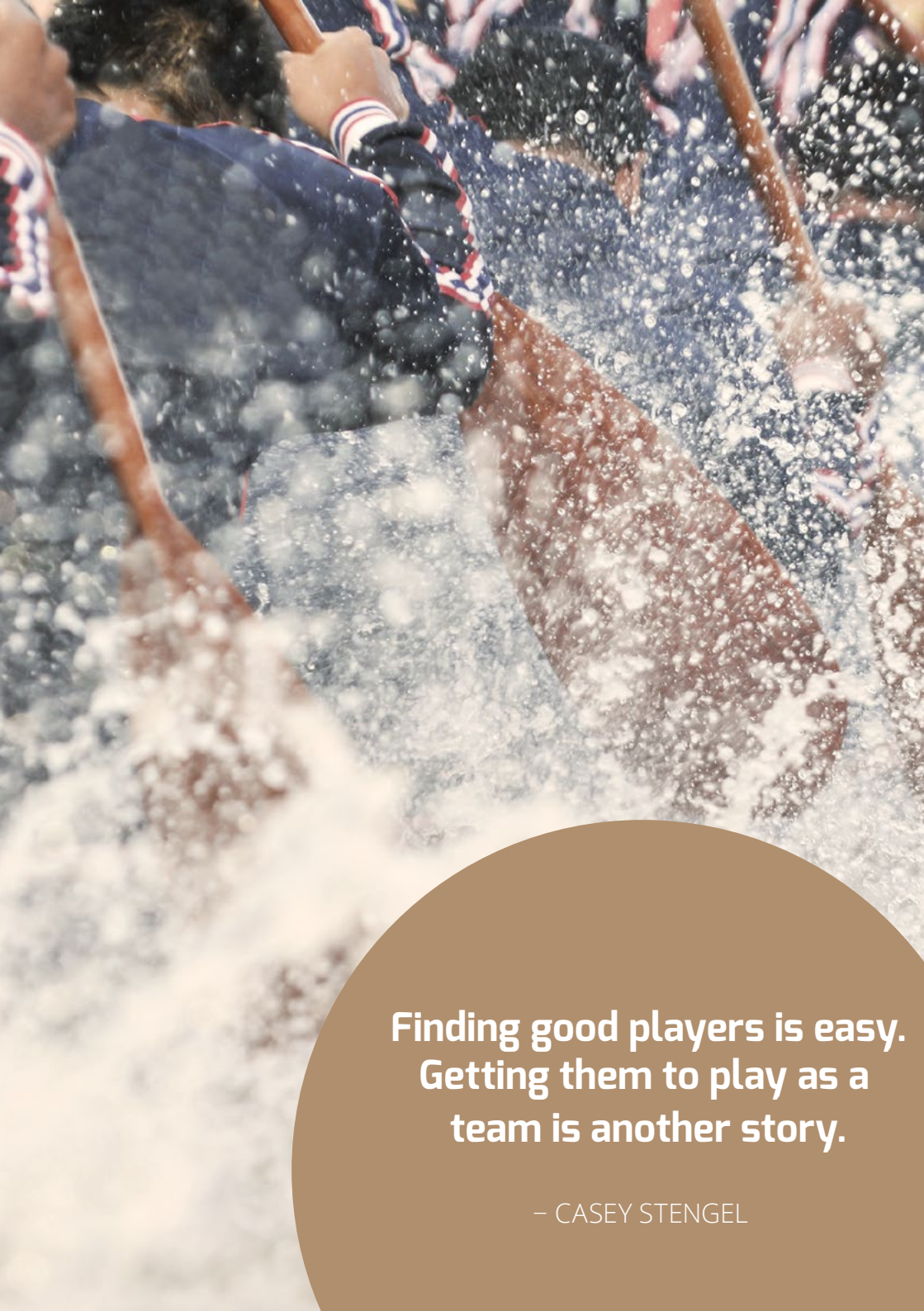
Experiential learning

In the course of experiential learning, participants earn experience through different exercises, then reflect on these and observe what happened in specific situations. In the next step, they raise the interpretation to a more abstract level and think about the similarities they can find in the experience of the exercises and in those of their everyday routine. The exercise allows participants to master new techniques in a given topic.



What I hear, I forget.
What I see, I remember.
What I do, I understand.

– CONFUCIUS



**Finding good players is easy.
Getting them to play as a
team is another story.**

– CASEY STENGEL

Action learning

Action learning is a process wherein the group works together on real and actual challenges. The group exploits excess knowledge stemming from individual differences and this creates synergies. During action learning, participants tackle the topic through questions and by adopting new viewpoints, they can view a challenging topic from a different perspective. In the course of the process, we go from the exploration of the circumstances to the planning of actions, and clarify the steps necessary to be taken for successful realization.

OUR TRAINING PROGRAMS

Management development

During management development, managers master leadership skills by means of which they will be able to improve individual, group and organizational performance.

Examples of our managerial efficiency improvement programs with different foci: Coach-style manager; Motivating manager; Conscious use of empowerment; Assertive manager communication; Innovative manager; Performance assessment

Improvement of team operation

There is a team behind each success. The performance of a successful team is always better than the sum total of individual performances. It is indispensable for success to know the dynamics of our team. During our programs for improving team operation, collaboration and confidence increases between team members. Team members make themselves conscious of the values on which they operate, representing the source of their team identity. The team understands the differences between formal and informal operation, and identifies strengths as well as development areas for its operation.

Communication improvement

In every moment, we communicate our thoughts, feelings and attitudes. When improving communication skills, participants master the art of active listening and the techniques of verbal and non-verbal communications. They identify their communications patterns and specify their development targets. Our communication trainings are adjusted to the features and needs of the customer group, for instance: Communications techniques for IT experts;

- Communication in the matrix between the different organizational units and hierarchy levels,
- Communication between virtual teams,
- Intercultural communication,
- Assertive communication in public administration,
- and intergenerational Communication



Improvement of ownership

In this program, we emphasize the improvement of proactivity. Participants examine, in real mini-projects, the factors that increase their organizational identity, and make themselves conscious of the source of their motivation.

Stress and burnout prevention / management

In our stress management and prevention trainings, emphasis is put on strengthening the psychological immune system. Participants identify the stress factors and systematize those they influence. They identify the resources within themselves which may contribute to the realization of their future goals. Through mindfulness techniques, they improve their conscious presence and the maintenance of work-life balance.

**To discover new continents,
you must be willing to lose
sight of the shore.**

– BRIAN TRACY

INDIVIDUAL DEVELOPMENT / COACHING

During our coaching sessions, we use the methodologies of varied psychological schools: Gestalt psychology, Humanistic psychology, Transactional analysis, and Cognitive-behavioral approach. Our consultants holding coaching sessions and providing individual development services have psychologist degrees and earned their coaching knowledge in trainings accredited by ICF.

In our coaching sessions, we help our customers find their individual strengths, on which they can build over the long term, and by means of the techniques mastered, they will be able to reach their desired goals.



REFERENCES (ATTACHED)

Aegon Hungary
AIB
Antenna Hungária
AXA Bank Hungary
Biggeorge's International Otthon Centrum
BME Management Specialist College
Bonafarm Group
British American Tobacco Hungary
Budapesti Elektromos Művek
Budapest Communications and Business College
Budapest University Of Technology And Economics
Budavár Local Government GAMESZ
Carrier Refrigeration Technic Hungary
CF Pharma pharmaceutical company
CLH Hűtés- és Klímatechnikai Kft.
DBH Group
Díjbeszedő Faktorház Zrt.
Erste Group
Károly Eszterházy College
EU Representation in Hungary
Event Stuff Central Europe
evosoft Hungary
Ford Motor
Friesland Hungária
GE
Generali Biztosító
Groupama Garancia Biztosító
Grundfos Hungary
GS1 Hungary
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Herendi Porcelánmanufaktúra
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Ministry of Defence
HR-Com Kft.
IMS Hungary
ING
Insomnia advertising agency
K&H Bank
Office for Administration and Justice
Lufthansa Systems Hungaria
Hungarian Post Office
Hungarian Intellectual Property Office
Magyar Telekom
MÁV Start
Metro Kereskedelmi
MOL Group
MVM Group
NEC Eastern Europe
National Institute for Family, Youth and Population Policy
Education authorities
OMV
Hungarian Judicial Academy
Mayor's offices of local governments
Pannontej
Parking
Pfizer Gyógyszerkereskedelmi Kft.
Phoenix Contact
Print Sisters
Raabe
RailCargo Hungária
Sanofi-Aventis (Chinoin)
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