

Praxi4People for ZAPI SpA

In 2008, Zapi decided to innovate its certified training management system and started examining possible solutions for improvement in cooperation with PRAXI.

This cooperation gave rise to an HR training and development system based on the competence model. The goal was to identify the know-how used in processes, as well as the behavioural indicators allowing for this know-how to be detected.

Project

With support from PRAXI, Zapi defined a corporate competence dictionary, identified expected competences for the corporate positions, and assessed employees' current competences. This allowed them to identify where there was a need for development and whether to orient programmes in the technical or managerial direction.

Corporate competence mapping became the basis for the analysis, choice, and management of training programmes, but also a methodological support for all HR management processes, such as performance assessment, business targets, reward-based systems, compensation systems, career potential, etc.

The analysis and solutions identified with PRAXI were heavily based on the unique characteristics and needs expressed by Zapi. **Praxi4people**© also proved to be the ideal IT platform for following through with the full integration of processes.

In fact, upon completing the analysis, PRAXI provided the client with **Praxi4people**©, the management system designed by PRAXI HR experts and IT technicians to integrate all HR processes: complete, powerful, user-friendly support, which is now available in version 2.0 and cloud.

The HRD project at Zapi is a lesson in value management, given that it is based on the company's recognised competences and know-how. It is also an innovative management project because the HR processes are integrated and supported through a single system, shaped by managerial, functional, and flexible concepts, and leading to the creation of performance management, training, and compensation systems.

Zapi and PRAXI: a high-value-added cooperative project to express the state of the art of HR systems allowing companies to be, and stay, competitive.



Established in Padua in 1970, Zapi is a leading company in the field of landscaping and environmental protection. It has a turnover of over € 20 million and around 100 employees. Its products are directed at the Italian market, which is served by 4,000 sales locations, as well as the foreign market, with a presence in over 40 countries worldwide.

Zapi's value added is: people

At Zapi, people are seen as essential to the growth of the company and are made top priority in the company's strategies. By sharing goals and improving professionalism and competences, Zapi promotes an environment of development and learning.

www.zapispa.com



improving performance

PRAXI SpA

PRAXI is a leading Italian company in the sector of management consulting.

Established in 1966, it is structured as follows: 250 Employees (40 Managers), 10 Locations, € 6 million in Share Capital. The company's main activities are divided among four Divisions: Management Consulting, Information Technology, Valuations and Appraisals, Human Resources.

PRAXI's ability to offer integrated services is a key factor that makes the company stand out as a multi-disciplinary liaison in corporate consulting. Its cross-cutting approach combines perfectly with its innate ability to foster partnerships, seen as an opportunity to take on the clients' goals and build long-lasting professional alliances.

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