



25th
anniversary

杰艾控股

Company Profile

2023



We Are

我们，作为全球领先的人力资源服务供应商，
致力于**劳动力市场的演变与发展**。

A world leader in the delivery of services to
support the **evolution of the Labour Market**.



We Work

我们致力于创造可持续的社会和经济价值，
营造**愉悦舒适的工作环境**，改变人们的生活。

To change people's lives - providing an
enjoyable working environment, and creating
sustainable social and economic value.



We Aim

我们的目标是，结合**雇佣市场的需求**，为**求职者和企业**创建一个可持续的、充满活力的全球就业市场。

To create a sustainable and enjoyable Global Market for **Candidates and Companies**, reflecting **Labour Market** needs.

We Believe

工作的可持续性，即意味着我们致力于持续改善雇员的生活与工作条件，从而达到一个更健康且可持续的职业周期。

In **sustainable work**, which means achieving living and working conditions that support people throughout an extended working life.



We Are
More than Work

可持续工作宣言

Our Sustainable Work Manifesto

目标明确：我们希望通过日常工作**为劳动力市场的发展做出贡献**，并抓住机会和承担责任，**让人们的生活变得更好**

Our **purpose** is clear: we want **to contribute to the evolution of the Labour Market** through our daily work and to embrace the ambitious opportunity – and responsibility – **to change people's lives for the better**

这一准则植根于我们的DNA

This principle is embedded in our DNA



我们的可持续工作四大支柱：
Our Pillars for Sustainable Work:



体面&安全的工作 Decent & Safe Work

可持续工作保障个人尊严、正规合同、免受剥削、安全的工作条件、公平的收入、平等、个人福祉，并赋予个人在这些领域的发言权。

Sustainable Work guarantees dignity, regular contracts, protection from exploitation, safe working conditions, fair income, equality, personal wellbeing, and empowerment for individuals to have a voice in these areas.



就业能力和满意度 Employability & Satisfaction

可持续工作为人和企业创造条件，使其在健康的、有意义的工作生活中积极保持就业能力、工作参与度，以及工作与生活的平衡。

Sustainable Work establishes conditions that enable people and companies to actively sustain employability, engagement and work life balance throughout an extended, healthy and meaningful working life.



多样性、公平性和包容性 Diversity, Equity & Inclusion

可持续工作消除阻止或阻碍求职者进入、留在劳动力市场或在其中进一步发展的障碍，同时重视个人价值，确保所有人获得公平性和包容性。

Sustainable Work eliminates the hurdles that discourage or hinder workers from entering, remaining, or advancing in the labour market, while valuing personal contribution and ensuring equity and inclusion for all.



保护资源&守护未来 Safeguarding Resources for the Future

可持续工作符合ESG标准，同时不影响后代人才进入和参与劳动力市场的能力，也可避免对人力和环境资源的过度开发，并促进工作能力、创新和关系的发展。

Sustainable Work aligns with ESG standards without compromising the ability of future generations' access to – and participation in – the labour market. It avoids the exploitation of human and environmental resources, while fuelling competences, innovation, and relations.

价值观

Our Values



关爱他人
Care



团队协作
Collaboration



保持热爱
Passion



可持续发展
Sustainability



不断学习及创新
Continuous Learning
and Innovation



责任感
Responsibility

发展历程 Our History

25th
anniversary

1998

起始点： Générale Industrielle 成立。
Our starting point: founding of Generale Industrielle.

2004

第一步：收购 Worknet, 菲亚特的专属人力资源服务商。
First step: acquisition of WorkNet, Fiat's employment agency in Italy.

2009-2011

进入英国、阿根廷和东欧市场。
Further international expansion: UK, Argentina and Eastern Europe.

2008

创立 Gi Group；开设大中华地区、法国、巴西、西班牙和印度分公司。
Générale Industrielle and Worknet merge to become: Gi Group; New offices opened in: China (Mainland & HK), France, Brazil, Spain and India.

2007

国际扩张：进入德国和波兰市场。
International expansion with acquisitions in Germany and Poland.

2005

进一步收购，涉足新业务：新职介绍、培训、人力资源咨询、薪酬外包。
Further acquisitions in Italy bring new services: Outplacement, Training, HR consultancy, Payroll outsourcing.

2013

启动全球新业务实践：中高端人才寻访及甄选、学习与发展、新职介绍、业务流程外包。
Creation of the Global Practices: Mid-Senior Search & Selection, Learning & Development, Outplacement and BPO.

2014-2015

进一步国际扩张，进入土耳其、葡萄牙、荷兰和斯洛文尼亚市场。
Operations in Turkey, Portugal, Netherlands and Slovakia, further extend our global presence.

2016

收购 Tack & TMI，进入哥伦比亚市场。
Acquisition of Tack & TMI, global leaders in learning & development; New offices opened in Colombia.

2020

在西班牙、巴西、波兰和美国进行收购。
Acquisitions in Spain, Brazil, Poland and USA.

2019

进一步在德国进行收购，强化国际流动能力。
Further acquisitions in Germany strengthen our International Mobility capabilities.

2018

收购 Grafton 和 Marks Sattin，两家公司在全球专业招聘行业领先的人力资源公司。
Acquisition of Grafton and Marks Sattin, world leaders in professional recruitment.

2021

进一步收购瑞士的 Jobtome 和法国的 Axxis。
We complete further acquisitions: Jobtome in Switzerland and Axxis in France.

2022

成立全球集团品牌：杰艾控股；收购 CVO Recruitment、Simplika 和 Eupro Holding AG，增加了在爱沙尼亚、拉脱维亚、立陶宛、瑞士和列支敦士登的业务。
We launch the Corporate Brand Gi Group Holding to represent the Company's function as a Global HR Ecosystem; The acquisitions of CVO Recruitment, Simplika and Eupro Holding AG, increases our offering in Estonia, Latvia, Lithuania, Switzerland and Liechtenstein.

2023

在成立25周年之际，宣布在拉丁美洲完成集团的第50次收购。
In the year of our 25th anniversary, we announce our 50th acquisition in Latin America.

战略变革

Our Strategic Evolution

1998

起始点：Générale Industrielle 成立。
Our starting point: the founding of Generale Industrielle.

2004

第一步：收购 Worknet，菲亚特的专属人力资源服务商。
First step: acquisition of WorkNet, Fiat's employment consultancy and payroll agency in Italy.

2005

进行收购，涉足新业务：新职介绍、培训、人力资源咨询以及薪酬外包。
We complete acquisitions in Italy to start operations in outplacement, training, HR consultancy and payroll outsourcing.

2007/8

开始国际扩张，进入欧洲、亚洲及南美市场。
Start of international expansion: Europe, Asia & South America.

2010

成为世界就业联盟的全球企业会员。
We become a member of World Employment Confederation (formerly CIETT).

2015

启动全球新业务实践：临时&长期人员配置、中高端人才寻访及甄选、学习与发展、新职介绍以及业务流程外包。
We create the Global Practices: Temporary and Permanent Staffing, Middle and Senior Manager Search & Selection, Learning & Development, Outplacement and Business Process Outsourcing.

成功在意大利开展零售业务
Success in Italian Retail Staffing

从灵活用工到多元服务
From Temp and Perm to a range of HR services

从意大利到全球
From Local to Global

与全球社区分享最佳实践
Sharing best practices with the global community

整合品牌、经验和资源
Uniting brands, collective experience and resources

巩固全球影响力
Consolidating our presence across the continents

人力资源领域的机器学习
Machine learning in HR

集团品牌发布：新的全球统一标识
Corporate Brand launch: a new unified global identity

25年致力于支持劳动力市场的发展
25 years working to support the evolution of the Labour Market

2023

完成集团的第50次收购。
We complete our 50th acquisition.

2022

推出全球集团品牌 Gi Group Holding；加强在波罗的海地区的市场能力。
We launch Gi Group Holding, an ecosystem of integrated HR Services; We strengthen presence in the Baltic region.

2021

收购 Jobtome，进军人工智能和自动化招聘领域。
The incorporation of Jobtome takes us into the world of AI and automated job-posting.

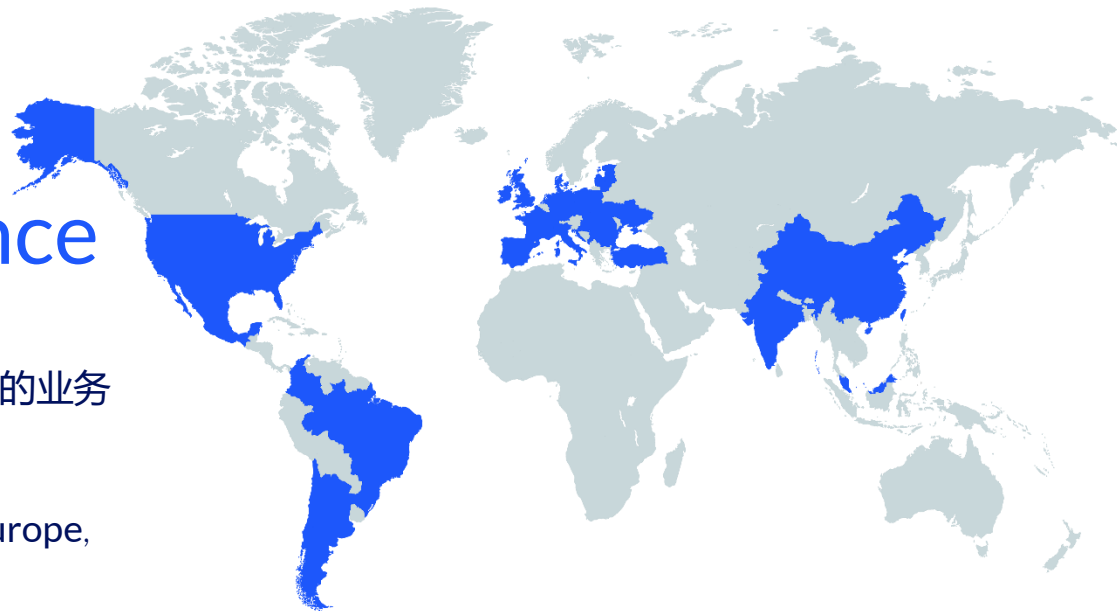
2020

进入美国市场。
We begin working in the USA.

25th anniversary

全球布局

Our Global Presence



基于直属运营及战略合作模式，迄今我们的业务已遍布**欧洲、亚太和美洲**大陆。

Thanks to direct presence and strategic partnerships, today we are active across **Europe, APAC** and the **Americas**.

34

个国家和地区设有直属分支
COUNTRIES WITH DIRECT PRESENCE

650+

个办公机构遍布全球
BRANCHES AND OFFICES

8,000+

名直聘员工
EMPLOYEES

20,000+

家合作客户
CLIENTS

直属分支分布地区 DIRECT PRESENCE

- 阿根廷 Argentina
- 巴西 Brazil
- 保加利亚 Bulgaria
- 智利 Chile
- 哥伦比亚 Colombia
- 克罗地亚 Croatia
- 捷克 Czech Republic
- 丹麦 Denmark
- 爱沙尼亚 Estonia
- 法国 France
- 德国 Germany
- 大中华地区 Greater China
- 匈牙利 Hungary
- 印度 India
- 爱尔兰 Ireland
- 意大利 Italy
- 拉脱维亚 Latvia
- 列支敦士登 Liechtenstein
- 立陶宛 Lithuania
- 马来西亚 Malaysia
- 墨西哥 Mexico
- 黑山 Montenegro
- 波兰 Poland
- 葡萄牙 Portugal
- 罗马尼亚 Romania
- 塞尔维亚 Serbia
- 斯洛伐克 Slovakia
- 西班牙 Spain
- 瑞士 Switzerland
- 荷兰 The Netherlands
- 土耳其 Turkey
- 乌克兰 Ukraine
- 英国 United Kingdom
- 美国 USA

集团规模 Our Growth

25th
anniversary

25年来，杰艾控股一直致力于**可持续**劳动力市场的发展。
A quarter century working towards a **sustainable** Labour Market



据 SIA 最新研究报告显示，杰艾控股是全球最大的人力资源服务集团之一：
Ranked as one of the world's largest staffing firms:

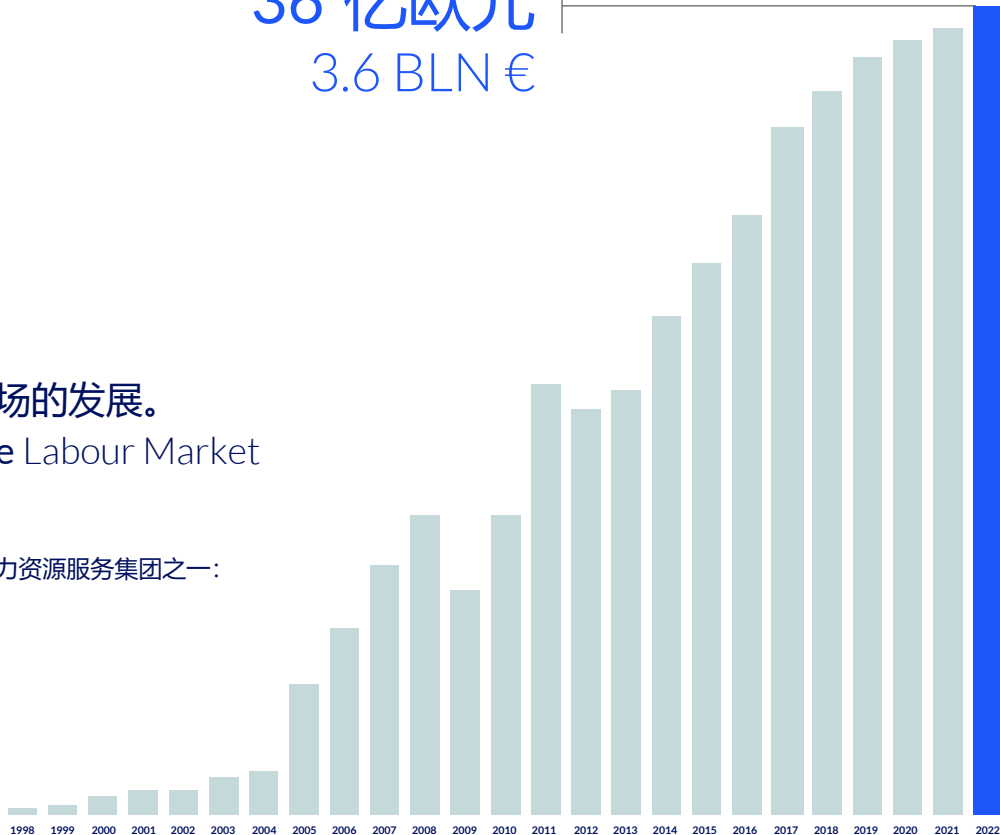


15th
全球排名
WORLDWIDE
(5th 私营 Privately Held)



8th
欧洲排名
EUROPE
(2nd 私营 Privately Held)

36 亿欧元
3.6 BLN €



大中华区布局

Our Greater China Presence



- 15年以上行业服务经验
15+ Years Service Experience
- 9大业务中心，4大业务区域
9 Business Hubs & 4 Business Regions
- 全年服务近50万人次
Supplied Almost 500,000 FTEs
- 超过400名直聘雇员
400+ Direct Employees
- 超过5000家稳定合作的企业客户
More than 5,000 Stable Corporate Clients
- 80多家分支机构覆盖全国主要经济城市
80+ Branches Around Greater China



人力资源服务
五星级企业
FIVE-STAR HR
SERVICES
PROVIDER



全国人力资源
诚信服务机构
NATIONAL
TRUSTWORTHY
HR COMPANY



通过 ISO9001
质量管理体系认证
ISO 9001
SYSTEM
CERTIFICATE

商业 & 行业交流

Commercial & Industry Relationships

杰艾控股重视行业交流，现为**上海、宁波、浙江、北京、苏州、深圳**等地区的人力资源服务行业协会会长或理事单位；同时关注区域商业动态，是**中国欧盟商会**的企业会员。

Gi Group Holding is the presidential or board member of HR associations in **Shanghai, Ningbo, Zhejiang, Beijing, Suzhou** and **Shenzhen**. For the regional commercial communication, we are the corporate member of **European Union Chamber of Commerce** in Greater China.



荣誉与奖项 (政府表彰)

Our Honors in Greater China

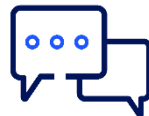
- 2023-2025 年浙江省AAA级 “守合同重信用” 企业 (2019-A & 2022-AA)
Zhejiang AAA-Level “Keep Contract and Keep Credit ” Enterprise
- 2023-2026 年浙江省人力资源服务企业信用等级五星级 (2020-2023)
Five-star Credit Rating of Zhejiang HR Service Enterprise
- 2023 年首届人力资源服务国际贸易交流合作大会20大 “创新经验”
"Innovative Experience" of the First Conference on Exchange and Cooperation for International Human Resources Service Trade
- 2022 年度宁波市鄞州区明楼街道骨干企业 (2020-2022)
Backbone Enterprise of Minglou Ningbo
- 2022 年北京人力资源服务机构等级 A 级
A-level Beijing Human Resources Service Organization
- 2022 年浙江省人力资源服务企业信用 50 强 (& 2021)
Top 50 Credit Rating of Human Resources Service Enterprises in Zhejiang
- 2021 年度浙江省人力资源服务机构综合 100 强 (2019-2021)
Zhejiang Top 100 Comprehensive Human Resources Service Provider
- 2021 年度上海人力资源服务业百强机构 (2018-2021)
Shanghai Top 100 Human Resources Service Unit
- 2021 年浙江省人力资源服务业扶优企业
Fuyou Enterprise of Zhejiang HR Service Industry
- 2020 年上海人力资源服务行业诚信示范机构 (2018-2020)
Shanghai Human Resources Service Industry Trustworthy Demonstrative Unit
- 2019-2021 年浙江省重点培育人力资源服务企业
Key HR Enterprise Supported by Zhejiang
- 2017 年全国人力资源诚信服务示范机构
National Trustworthy HR Service Unit



荣誉与奖项 (商业评选)

Our Honors in Greater China

- 2023 智享会中国灵活用工 - 制造业蓝领岗位 HR 臻选服务机构
HR's Pick - China Flexible Staffing Service Provider for Blue Collar Workers (HREC) (2020-2023)
- 2023 第一资源人力资源服务机构 100 强 (& 2022)
Top 100 Human Resources Service Organization (TopHR)
- 2022 MeetHR 年度十大影响力人力资源品牌 - 人事外包类
Top 10 Influential Human Resources Outsourcing Brand (MeetHR)
- 2022 MeetHR 上海人力资源服务商百强 (& 2021)
Top 100 Shanghai Human Resources Service Provider (MeetHR)
- 2021 亚洲招聘大奖 “最佳专业招聘机构” 铜奖
Asian Recruitment Awards “Best Professional Services Recruitment Agency” Bronze Award
- 2021 亚太人力资源服务奖 “高成长企业” 奖
Asia-pacific Human Resources Service High Growth Enterprise
- 2021 人力资源服务业潜力公司大奖 (金帜奖)
Most Promising Company Award in HR Service Industry (HRFLAG)
- 2020 亚洲招聘大奖 “最佳临时招聘机构” 铜奖
Asian Recruitment Awards “Best Temporary Recruitment Agency” Bronze Award
- 2019 MeetHR 中国 TOP100 最佳招聘服务商
China Top 100 Recruitment Service Provider (MeetHR)
- 2019 中国灵活用工服务机构 12 强
China Top 12 Flexible Staffing Service Providers (HREC)



杰艾生态系统 - 品牌

Our HR Ecosystem Brands



杰艾生态系统 - 服务

Our HR Ecosystem Services



整体招聘及雇佣 解决方案

Temporary and Permanent Staffing



以人为本，整体分析，简化招聘流程：从候选人检索到劳动力管理。

Taking a holistic, people-centred approach, we make the staffing process simpler: from candidate sourcing to workforce management.

- **拥有全球视野，深度了解不同行业背景。**
We have a global perspective and thorough industry-specific knowledge.
- **提供灵活、集成、可扩展的解决方案，**帮助客户实现其业务目标。
We deliver flexible, integrated and scalable solutions to help our clients achieve their business goals.
- **与客户建立长期稳定的合作关系，**协同了解客户和候选人的需求，完成对**合适人才与合适企业**的匹配。
We build long-lasting relationships, understanding clients' and candidates' needs to match the right people with the right companies.
- **采取负责任的行动，推动劳动力市场的蓬勃发展。**
We act responsibly to make the labour market thrive.

25+

年行业经验 YEARS
STAFFING EXPERIENCE

30

个国家设有直属分支 COUNTRIES
DIRECT PRESENCE

3.9K+

位招聘和劳动力管理专家
COLLEAGUES
RECRUITMENT & WORKFORCE
MANAGEMENT EXPERTS

15K+

家客户选择我们的服务
CLIENTS
WE PARTNER WITH
YEARLY

150K+

位蓝领候选人被推荐到各行各业
BLUE-COLLAR WORKERS
WE SOURCE FOR OUR CLIENTS
EACH YEAR

杰艾人力提供灵活的招聘和雇佣解决方案，在招募和管理工商业人员，尤其是**体量型业务场景**中，拥有丰富的专业知识和实践经验。

We provide **flexible workforce solutions**, with comprehensive expertise in managing **high volumes** of specialised and general workers for the Industrial and Commercial Staffing markets.

核心服务 CORE SERVICES



派遣和灵活用工 TEMPORARY STAFFING

高效率企业服务 We provide the efficiency companies need.

通过灵活用工服务，协助客户轻松应对新项目或备战用工旺季，确保客户用工的灵活性和高效性，并实现成本监控和目标满足。
With our temporary staffing service, we help clients deal with new projects or prepare for peak season, ensuring flexibility and effectiveness, while monitoring costs and hitting targets.



招聘及衍生服务 PERMANENT STAFFING

高质量候选人才 The right candidate at the right time.

与客户就招聘需求进行有效沟通，并管理整个招聘流程，以便为客户提供满足其岗位要求且符合其公司文化的候选人。
We consult our clients on their hiring needs and manage all sourcing and selection process to provide candidates that fit the company culture and the requirements of each role.

行业领域 DIVISIONS

- 汽车与新能源
Automotive & E-mobility
- 制造与自动化
Manufacturing & Automation
- 物流与供应链 Logistics & Supply Chain
- 高科技与互联网 High-tech & Internet
- 金融服务 Banking & Insurance
- 化工与农业 Chemical & Agriculture
- 生命科学与医疗 Life Science & Medical
- 时尚与奢侈品 Fashion & Luxury
- 快消与零售 FMCG & Retail
- 半导体与能源 Semiconductor & Energy
- 咨询服务 Consultancy
- 房地产与建筑施工
Building & Construction
- 设施管理、餐饮与招待 Facility
Management, Catering & Hospitality
- 新兴行业 Emerging Businesses

可定制解决方案 PLUG & PLAY AND CUSTOMISABLE SOLUTIONS

- 专业领域招聘 Gi Pro
(Professional Recruitment)
- 海外招聘 MoveUp
(国际人才流动专用解决方案
International Mobility)
- 技能提升及专业培训
Upskilling & Professional
Training
- 驻场服务 SMS
(Site Managed Services)
- 多站点管理 MSM
(Multi-Site-Management)
- 批量招聘 Volume Hiring
- 供应商管理 Master Vendor
- 招聘流程外包 RPO
- 雇主品牌 Employer Branding

专业领域招聘

Professional Recruitment



杰聘通是杰艾控股旗下的专业领域招聘服务品牌，专注于**中端人才（包括专门人才及技术人才等）的寻访、甄选、招聘及雇佣解决方案**等服务。

With Gi Pro, we offer **Flexible Staffing & Middle-end Search and Selection Services** as the Professional Recruitment Brand of Gi Group Holding.

- 国际化商业网络 Global Branch Network
- 与优质客户保持长期业务关系 Partner Relationships
- 经验丰富的专家团队 Experienced & Specialized Team
- 找、筛、评、选综合的招聘方式 Sourcing & Screening & Assessment & Selection
- 深度了解大中华区市场 Knowing Greater China Market in Depth
- 端到端的客制化方案 An End To End Customized Solution
- 积极主动的人才通道 Proactive Talent Pipeline Created

14

个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

500+

名雇员
PEOPLE

杰聘通的核心业务是提供专业技术人员的招聘和雇佣解决方案，最高至**初级管理职位**，包括**长期和临时岗位**。

Our core business offers professional staffing and recruitment solutions up to **Junior Management roles**, for both **permanent and temporary positions**.

与此同时，杰聘通还提供战略咨询服务，例如**人力资源咨询**等。

In parallel, Gi Pro provides strategic advisory services, such as **HR Consultancy**.

专业服务领域 SPECIALISATIONS

专注众多行业领域，擅长各类业务职能：

We are experts in many sectors, and in most business functions:

大工业 General Industry

- 机械 Mechanical
- 化工 Chemical
- 流体控制 Pumps & Valves
- 汽车 Automotive
- 医疗医药 Medical
- 工程 Engineering
- 自动化 Automation

专业职能 Functional

- 人事行政 HR & Admin
- 销售 Sales
- 市场 Marketing
- 财务 Financial
- 采购 Purchasing

零售 Retail

- 电商 E-Commerce
- 鞋服
Clothing & Shoes
- 配饰（眼镜和腕表）
Glasses and Watches
- 轻奢 Entry Luxury
- 奢侈品 Luxury

其他 Others

- 物流 Logistics
- 农业 Agriculture
- 信息技术 IT

中高端管理人才 寻访与甄选

Middle and Senior Managers Search and Selection



纬泽 (Wyser) 与具有前瞻性的企业合作，通过深厚的**市场专业知识**、共享的集团战略和量身定制的咨询服务，为其**搜寻并聘用有才华的管理人员**。

We partner with forward-thinking Companies to **identify and engage talented managers**, through deep **Market expertise**, shared strategies and a tailored consultancy.

- 建立三大洲**全球模型**，提供跨国解决方案和国际流动计划，并建立合作伙伴关系。
We operate a **global model** covering 3 continents with cross-border solutions, and international mobility programs and partnerships.
- 提供**招聘咨询服务**，突出客户和需求分析，定制实施候选人管理策略。
We adopt a **consulting approach to recruitment**, based on customer and need analysis, tailored solutions and a comprehensive candidate management strategy.
- 按职业（专有技术和价值创造）**划分专业**，以及按行业划分次专业。
Specialisation by job families (know-how and value generation) and sub-specialization by industry.
- 高度重视建立**持久稳定的**合作伙伴关系。
A strong focus on building **long lasting partnerships**.

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个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

2,500+

名雇员
PEOPLE

纬择深入了解客户的业务需求，并结合特定的行业知识，为客户提供**定制化的解决方案**。

We offer custom-made solutions based on a thorough understanding of the business needs combined with our industry-specific knowledge.

在人才寻访与甄选的过程中，纬择还提供增值服务，例如**猎头、资质和个性评估，以及候选人市场测绘**等。

Our Search & Selection process includes added value services such as **headhunting, aptitude and personality assessment, and candidate market mapping**.

专业服务领域 SPECIALISATIONS

纬择团队能为以下行业和职能领域提供专业支持：
Our teams focus on the following divisions and functions:

- 汽车&制造
Automotive & Manufacturing
- 新能源
New Energy
- 化工
Chemical & Industrial
- 金融服务
Financial Service
- 高科技/互联网
High-tech & Internet
- 零售与消费品
Retail & Consumer
- 农业 Agriculture
- 生命科学 Life Science
- 高层管理
General Management
- 财务与会计
Finance & Accounting
- 销售与市场
Sales & Marketing
- 技术与工程
Technical & Engineering
- 项目管理
Project Management
- 供应链管理
Supply Chain Management
- 人力资源 Human Resources
- 运营 Operation

业务流程外包

Business Processes Outsourcing



杰艾 BPO 是**专业的外包业务合作伙伴**，提供定制化先进外包服务，致力于提高企业的**灵活性**，通过建立**持久稳定的合作关系**，以及自身**强烈的职业道德感**，为结果负责。

We are your **specialised advanced outsourcing partner** who takes the responsibility for results through **flexibility**, **lasting relationships** and a **strong work ethic**.

基于三大支柱的运营模式：

Our Operating Model is based on 3 pillars:

- **对外包服务的结果负责**，以获得更高的效率和灵活性。
Responsibility for the results of the outsourced services, resulting in greater efficiency and flexibility.
- **得益于技术和规模经济，以较低的单位成本处理业务交易。**
Process transactions at a lower unit cost thanks to technology and economies of scale.
- **精益模式**，确保提供高质量的客户体验、更好的流程控制和成本透明度。
A LEAN model which provides high-quality customer experience, greater process control and cost transparency.

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个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

270+

名雇员
PEOPLE

在重新规划流程之前，杰艾 BPO 会研究所有的需求和输入，并结合最适合的技术与方法，**实现更有效的流程管理**，从而**为客户提供更高的灵活性**。

Our specialists study all requirements and inputs, before remapping the process, incorporating best-fit technologies and methodologies, which allow them to **manage the process more efficiently, with greater flexibility for clients.**

杰艾 BPO 的流程和解决方案已获得 ISO9001 和 ISO27001 认证。

GiBPO processes and solutions are certified with ISO 9001 and ISO 27001.

专业服务领域 SPECIALISATIONS

- 生产制造 Manufacturing
- 快消品 FMCG
- 互联网 Internet
- 餐饮 Catering
- 食品 Food
- 客服 Customer Service
- 电商相关 E-commerce Division
- 快递物流 Express & Logistics
- 外卖配送 Takeaway Distribution
- 仓储管理 Warehousing Management

学习与发展

Learning & Development



凭借110多年的经验，TACK&TMI 帮助企业及其员工**更好地工作和成长**，并利用深厚的同理心、**丰富的内容整合和出色的学习体验**实现不断发展。With over 110 years of experience, we empower Companies and their people to **work better and grow**, leveraging deep empathetic relationships, a **diverse collection** of content, and **brilliant learning experiences**.

为什么选择我们 Our clients choose us for:

- **全球网络覆盖：**以全球统一标准提供学习课程，并根据当地文化和学习者的具体需求完成调整。
Our global footprint. We deliver learning to a consistent global standard while adapting to local cultures and the specific needs of your learners.
- **内容灵活丰富的定制解决方案：**既提供基于专业研究的解决方案，又能根据客户业务的实际需求灵活定制学习内容。
Our array of content & flexibility to customise solutions. We have both research-based solutions and the flexibility to customise learning content to your business reality and requirements.
- **对质量和一致性的承诺：**按时、高质量地提供各种规模的学习课程，并采用最新的学习方案和交付方式。
Our commitment to quality & consistency. We deliver programmes of all different sizes on time, to a high quality and with the latest in learning design and delivery.

55+

个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

600+

名雇员
PEOPLE

通过最新的方案设计和技术，TACK&TMI 能够充分利用并发挥**学习咨询、个人评估、培训干预**（包括现场和远程）、**异步学习**（数字化和自定进度）和**绩效辅导**等方面的最佳优势。

Using the latest in solutions design and technology, we leverage the best in **learning consulting, individual assessments, training interventions** (both in-person and virtually), **asynchronous learning** (digital and self-paced) and **performance coaching**.

建立独特的合作关系，并提供学习方案帮助企业及其员工：

The partnership we build with our clients is unique and delivers:

- **收入增长：**通过培养销售专业人员和销售团队的能力
Revenue growth – by building the capability of Sales Professionals and Sales Teams.
- **员工参与度和生产力：**为学习者提供持续的职业和个人发展规划
Employee engagement and productivity – providing learners with ongoing career and personal development.
- **员工留任和领导力：**培养未来的领导者和管理者
Employee retention and leadership culture – growing the Leaders and Managers of the future.
- **卓越的客服服务：**通过改变思维模式和鼓励在整个组织中拥有客户体验
Superior CX – by changing mindsets and encouraging ownership of customer experience across your organisation.
- **文化变革：**让个人和领导者做好变革准备，思考如何预测、接受和实现变革
Culture transformation – preparing individuals and leaders for change: how to anticipate it, accept it and deliver it.
- **安全的工作场所：**通过在个人和管理人员中推广支持安全文化行为
Safe workplaces – by promoting the behaviours (in individuals and managers) that underpin a safety culture.

职业转型与 再就业能力培训

Career Transition and Employability



INTOO 帮助人们在**工作和组织的转型过程中适应变化**，并提供高接触、以人为本的**培训、辅导、职业发展、变革管理和再就业服务**。

We help People adapt to **change at work** and organizations in their transformation process. We offer hi-touch, people-centric **coaching, mentoring, career development, change management and outplacement services**.

INTOO 还是 Career Star Group 的**创始会员**，该组织是一个由世界领先的再就业公司组成的全球协会。

INTOO is also a founding member of the Career Star Group, a global association of the world's leading outplacement companies.



该联盟在**75个国家**拥有**800多家分支机构**和**1500多名顾问**，能够接触到业内一些最具创新精神的人才，并确保 INTOO 可以支持位于任何地方的企业和个人。

With over **800 locations** in **75 countries** and over **1500 consultants**, this alliance provides access to some of the most innovative brains in the industry and ensures that INTOO can support companies and individuals wherever they are.

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个国家分布
COUNTRIES

100+

名雇员
PEOPLE

数字化求职招聘平台

Programmatic Job Advertising Platform



Jobtome 帮助人们找到**合适的工作**，协助雇主找到**合适的员工**，并减轻世界各地“蓝领”工人的经济不安感。

We help **people** get the **right jobs** and **employers** find the **right employees**, reducing economic insecurity for "Blue Collar" workers around the world.

Jobtome 期望成为欧洲蓝领**数字化采集**领域的领导者，通过开发最佳的**程序化求职招聘引擎**和网络属性的联络网，为雇主和候选人提供大规模价值。

We want to become the European leader in Blue Collar **digital acquisition**, delivering value at scale to employers and candidates, by developing the best **programmatic job advertising engine** and web properties network.

33 个国家分布
COUNTRIES

56 名雇员
PEOPLE

知识中心

Knowledge HUB



作为一个集团，我们创建了一个专门的信息智库，其目标是在广泛的行业中获取和传播**全球人力资源趋势相关的知识**。

As a Group, we created a dedicated **intelligence unit** whose goal is to procure and disseminate **knowledge of global HR trends** in a wide range of Industries.

我们与公认的研究中心和学术机构合作，收集经过验证的数据，就**全球主要行业的劳动力市场演变撰写权威报告**。

We work with recognized **research centers** and **academic institutions**, collecting verified data, to produce **authoritative reports** on the evolution of the global **Labour Market** across the Key Industries.

知识中心通过生成和共享数据、信息和建议，为我们的利益相关者带来价值，并为**发展建设更可持续、更愉悦舒适的劳动力市场做出贡献**。

The Knowledge HUB brings value to our Stakeholders via producing and sharing data, information and recommendations to **contribute to a more sustainable and enjoyable Labour Market**.



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anniversary

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