



SELECTIO Group

CATALOG 2025

www.selectio.hr



SELECTIO GROUP

Why work with us?

1. One-stop shop for **all HR services**.
2. The **first choice** of successful organizations.
3. Deep **understanding** of the labor market.
4. Professional and **partnership approach**.
5. **Reliability** and service excellence.

SELECTIO is the leading HR consulting group supporting almost all successful organizations in the region for over 20 years. Our team includes the best HR experts who, with their rich experience and professional approach, offer solutions tailored to real needs.



1,500

hires per year for mid and senior level positions



20,000

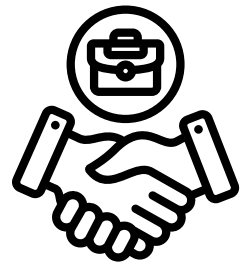
conducted evaluations of HR systems



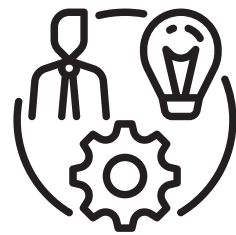
15,000

educations for managers and HR experts

**We offer complimentary
services covering **all stages**
of HR development.**



EMPLOYMENT



ASSESSMENT



HR CONSULTING



EMPLOYEE DEVELOPMENT

1. EMPLOYEMENT

Executive search

We successfully find **managers** and **C-level candidates** for almost all leading companies on the labor market in the region by listening to the market, checking the candidate database, and conducting assessments.

Pre-selection

Pre-selection is the best choice for **higher administrative or less complex positions**. We will find the best candidates by posting job ads, assessing applications and psychological testing.

Mid-level and senior positions search

Mid-level and senior positions search includes creating and publishing job ads, active search (headhunting), candidate database and reference checking and psychological testing.

Outsourcing HR Services - RPO

We have dedicated experts who support all internal rotations and external recruitment needs, carry out the process of finding, selecting, evaluating, and hiring, and are present during selection interviews.

2. ASSESSMENT

Psychological Testing

For **candidate testing purposes**, psychological testing can be conducted online or live. It includes a personality test, a cognitive ability test (non-verbal, verbal, or numerical), and a work values questionnaire. If needed, our team is available for the interpretation of the results.

Assessment Center

The assessment center contains Belbin Team Roles, DNLA for social competencies, DNLA for leadership competencies, DNLA for sales competencies, a competence interview (45-90 min), 1-2 situational activities (role play, case study, in-basket, group activity), individual report and 1-on-1 feedback session.

360 Assessment

The 360 assessment is best for employee **development purposes** or as a measure before and after the leadership program. It is conducted online and includes personalized reports. If needed, our team is available for organizing workshops and 1-on-1 feedback sessions with employees, as well as 360 feedback workshops with line managers.

DNLA

DNLA for leadership competencies can be used for **development and executive testing purposes**. DNLA for social competence is often used for **specialist positions** (e.g., sales, administrative, front office, etc.). We provide individual reports and recommendations of the candidates. If needed, our team is available for additional consultations.

3. BELBIN

BELBIN Teambuilding

Through an interactive and fun workshop, we give insight into different team roles. Belbin reports are used within the framework of understanding, accepting, and encouraging diversity. It also enables awareness of the strengths and weaknesses in the team.

Belbin Jobs

We compare candidates or employees with the required Belbin roles and provide information about compliance with the required competencies and areas for improvement. This is a great tool for hiring, promoting, and defining a R&S strategy.

Belbin Project Team

If you are creating a new team or want to further develop the existing team, this report will fulfill the potential of the team by discovering their strengths and preferences. It will also help in aligning members with a common goal and vision.

SELECTIO Group is the official distributor of Belbin Team Roles for the Croatian market.



4. HR CONSULTING

Organizational climate and employee engagement survey

We identify the key factors that contribute to employee engagement and help improve their overall work experience, thereby boosting motivation and productivity with the following:

- assistance in internal communication
- quantitative and qualitative analysis
- workshop for management
- defining priority areas
- Pulse Check in 6-12 months

If needed, the survey can be customized, and additional workshops and ongoing follow-up support can be provided by our team.

HR Audit

HR Audit service includes a detailed analysis of the HR management process according to the comprehensive Employer Partner methodology. Through comparison with the market, region, and industry, we provide an HR benchmark and recommendations for further development

We strengthen the HR function by presenting development guidelines to the HR department and management for communicating long-term challenges while raising awareness of the responsibilities of each stakeholder in the process of developing an excellent HR system.

4. HR CONSULTING & EMPLOYER BRANDING

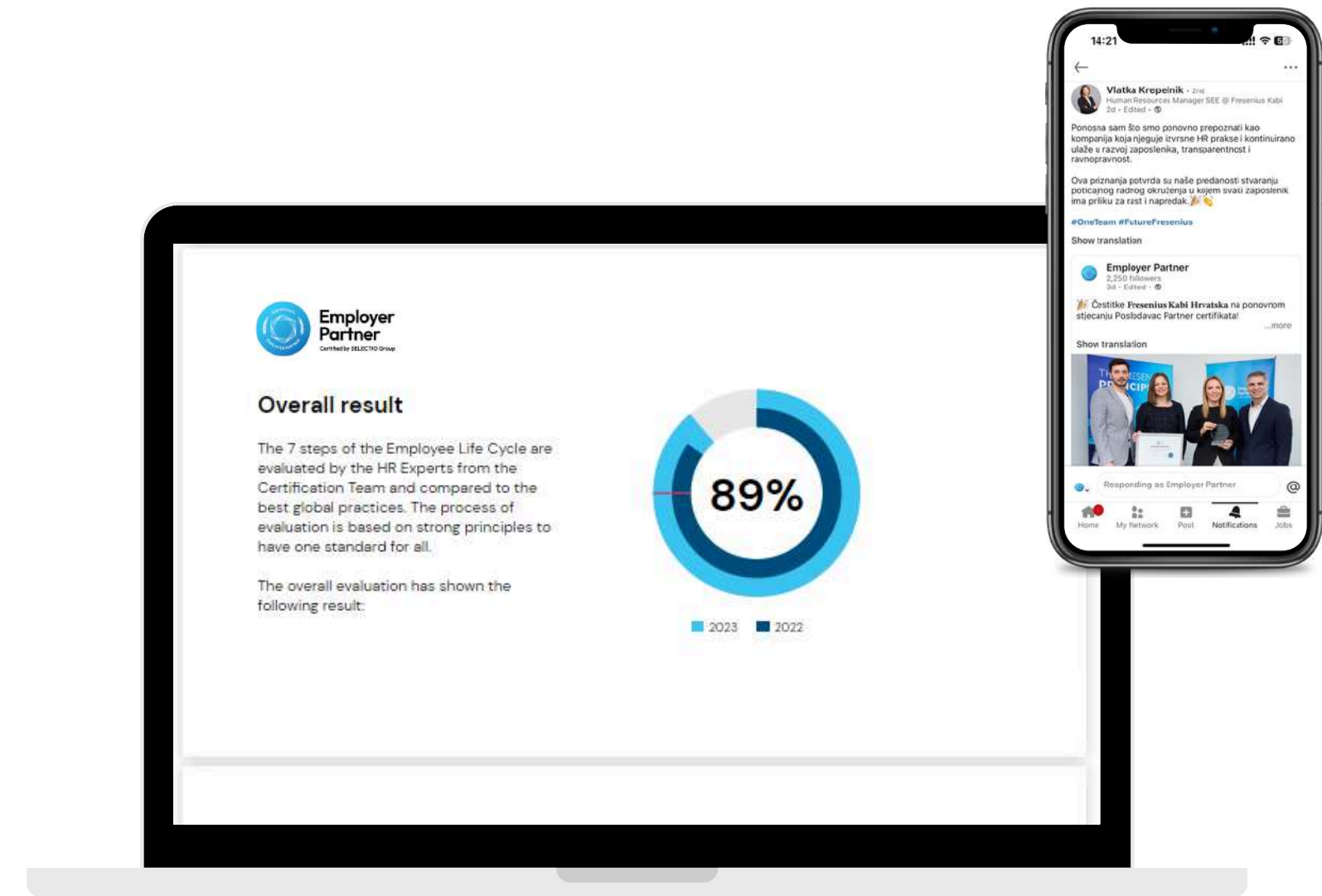
Employer Partner

Employer Partner is the **most prestigious certificate** for HR excellence in the region, recognizing the best employers for the last 20 years. Over 20,000 HR system evaluations have been conducted so far.

We help you reach high-quality HR system with:

- Professional and experienced team
- Support for long-term development
- Tailored guidelines for the HR team
- Application of the highest HR standards
- Intuitive digital questionnaire
- More than 30 benchmark indicators
- Reports with the latest research

94% of companies have successfully **improved HR systems** thanks to Employer Partner methodology.



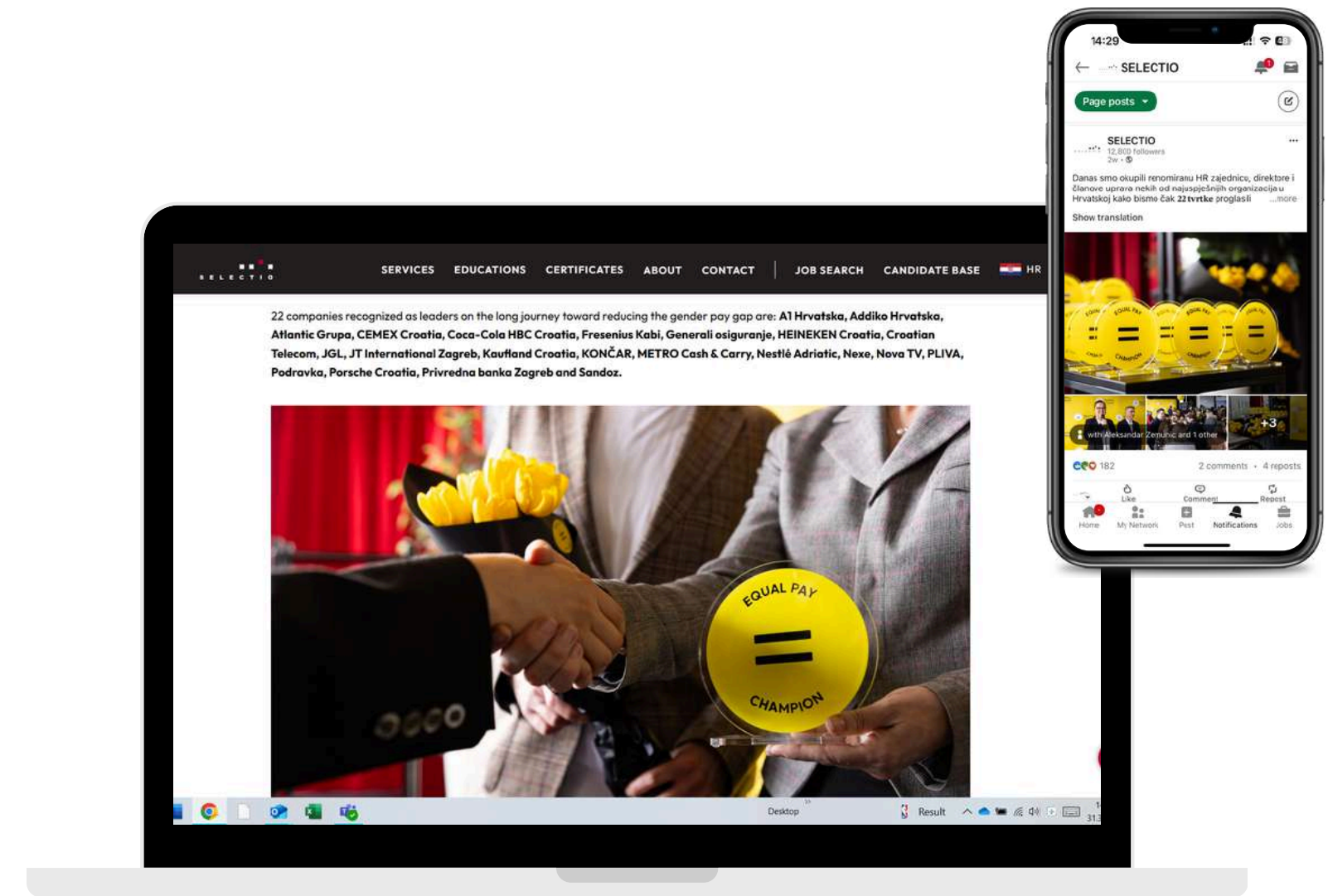
4. HR CONSULTING & EMPLOYER BRANDING

Equal Pay Champion

Equal Pay Champion is a certificate that verifies the organization's commitment to paying its employees **equal salaries for equal work**, regardless of their gender or other irrelevant factors.

- Become a more attractive employer
- Increase visibility
- Know how to reduce the pay gap
- Join us at the awarding ceremony
- Receive recognition from the HR community
- Be inspired by best HR practices

If you want to **support women in your organization**, you can also do it through **Equal Play Mentorship**, a program designed for developing a mentoring approach and strengthening various competencies.



4. EMPLOYEE DEVELOPMENT

HR professionals

SELECTIO HR Academy program is available on an interactive online platform that allows easy access to materials and experience sharing. The content is created according to global **best practices** and **Employer Partner recommendations**.

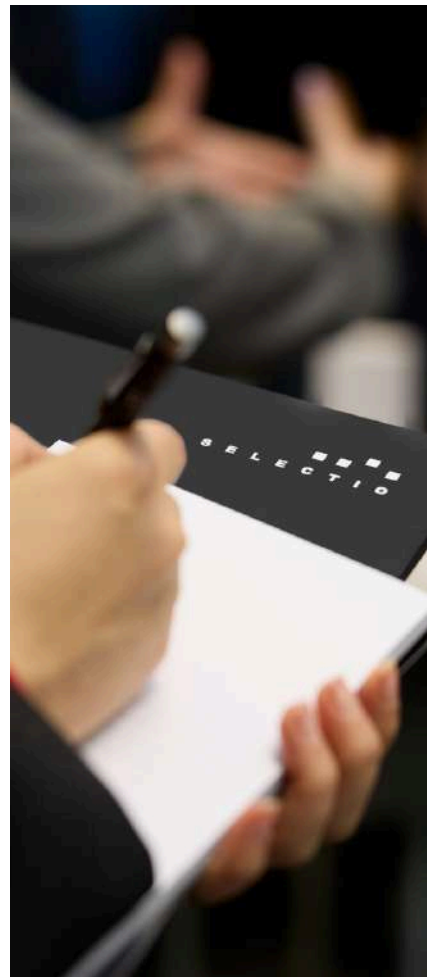
Managers

SELECTIO Leadership Academy is a one-year development program that builds leadership skills.. Depending on the needs of an organization, it is possible to organize **custom-made leadership programs** tailored to specific organizational goals.

Individual and team development

With **more than 100 workshops** for team and employee development, we help **develop the most important skills**, increase effectiveness and productivity, and support agile employees who adapt to changes and challenges.

[SELECTIO programs](#)





Addiko Bank



MAERSK

Nomad Foods



PORSCHE
CROATIA



telemach



www.selectio.hr | We proudly collaborate with highly successful organizations, with some entrusting us as their preferred partner for two decades.

**Get our
support
and
achieve all
HR goals.**

kontakt@selectio.hr



We tailor services to your needs.