

HEUREKIA

HOW TO FIND, DEVELOP AND KEEP YOUR TALENTS

PRELIMINARY

- *WE SHOW YOU METHODS WHICH WORK FOR OUR CLIENTS*
- *WE TRUST YOU USE THEM FOR GOOD & TO BENEFIT YOUR TALENTS*
- *WE INVITE YOU TO ADD OUR POINT OF VIEW TO YOUR REPERTOIRE AND TO HAVE FUN WITH IT*

*HOW DOES THE PERFECT
COMPANY LOOK LIKE?*



...it all comes down to your talents!



DEFINE TALENTS!

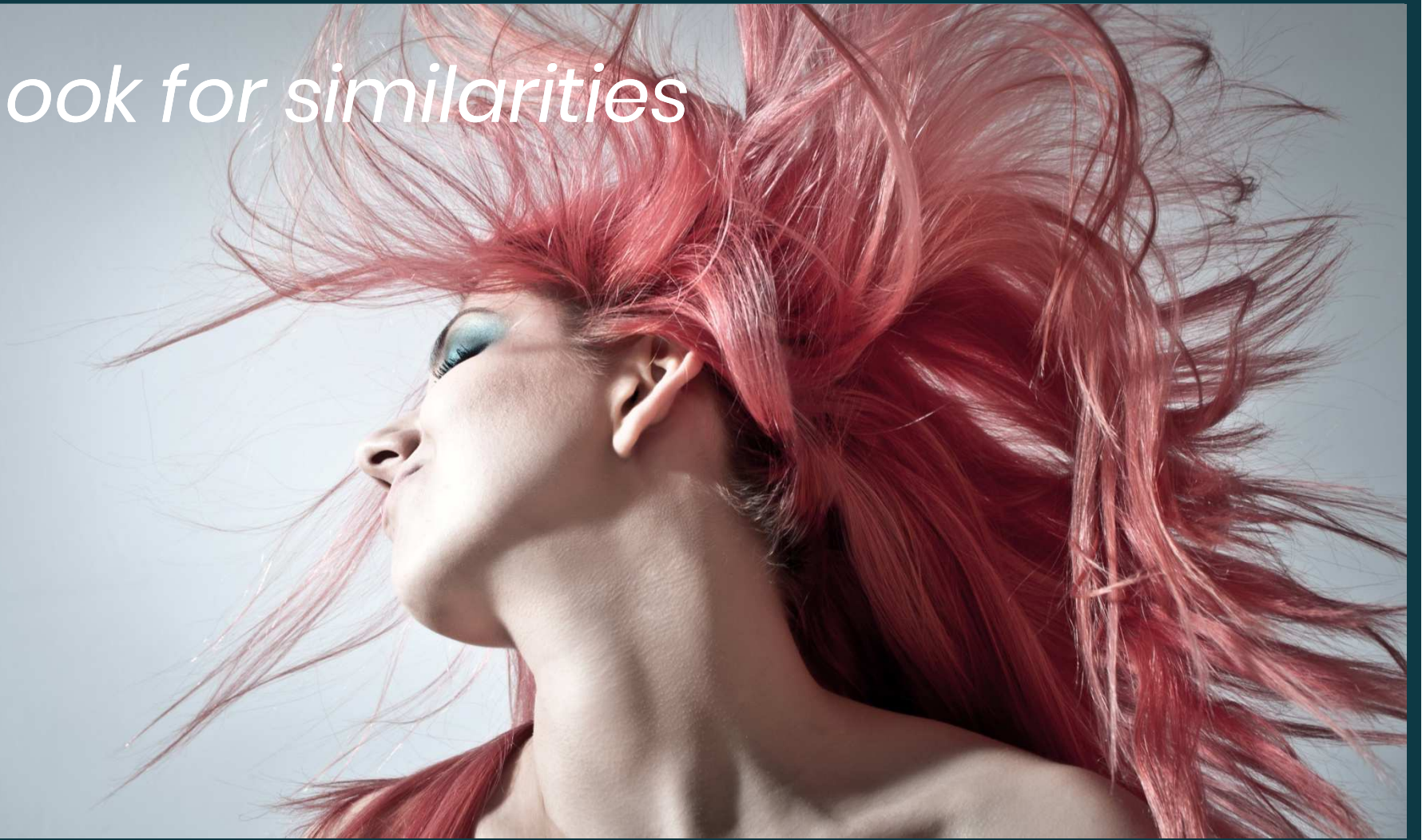
*Look at your employees
in a new way*



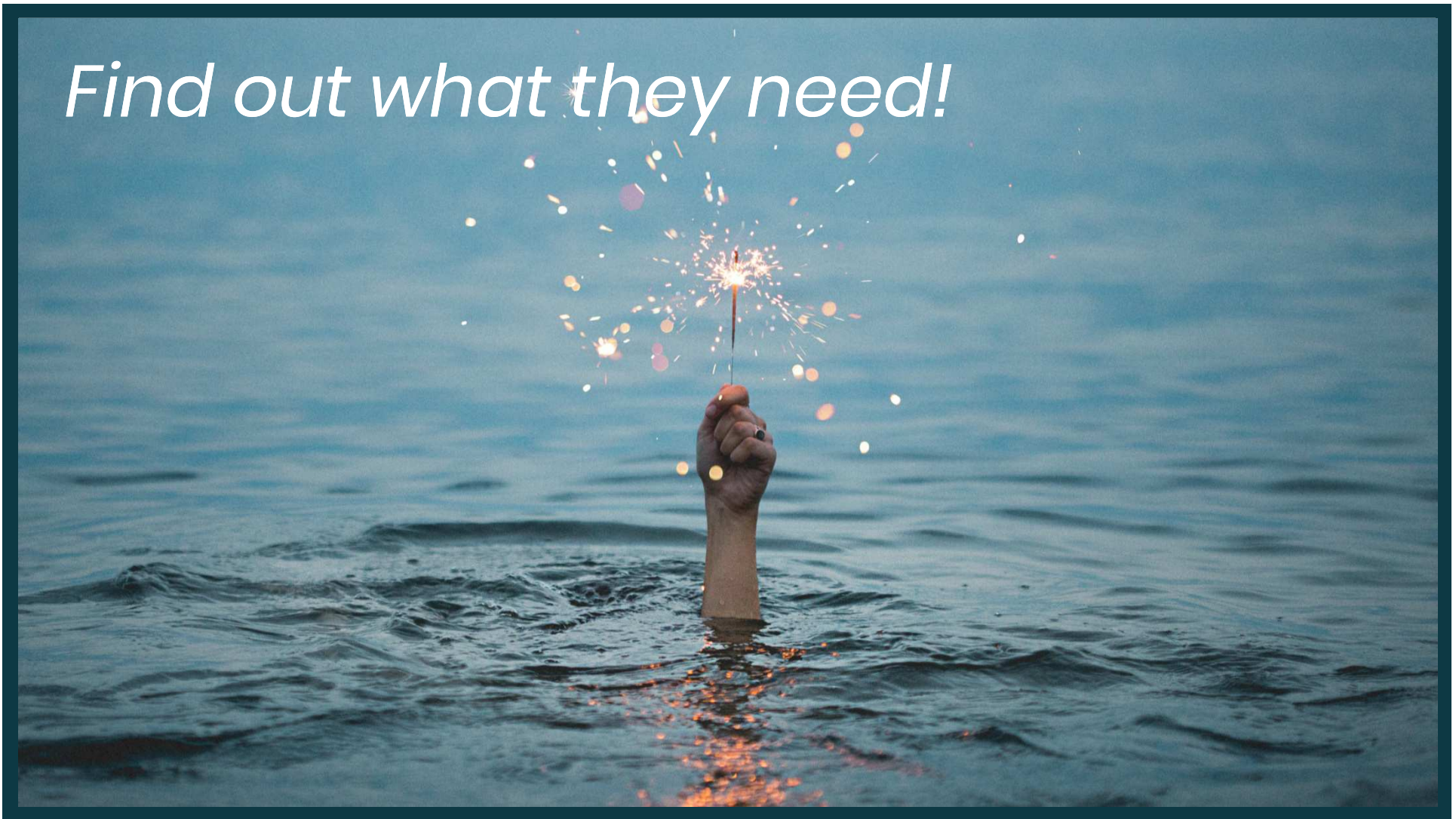
Hire for attitude...



Look for similarities



Find out what they need!



SUMMARY – FIND TALENT

- *LOOK AT IT IN A NEW WAY (TRY DIFFERENT APPROACHES)*
- *DEFINE REQUIREMENTS/TALENTS*
- *HIRE FOR ATTITUDE, TRAIN FOR SKILL*
- *LOOK FOR SIMILARITIES*
- *FIND THEM WHERE THEY ARE*
- *FIND OUT WHAT THEY NEED*



*Congratulations,
you got talent...*

...now what?

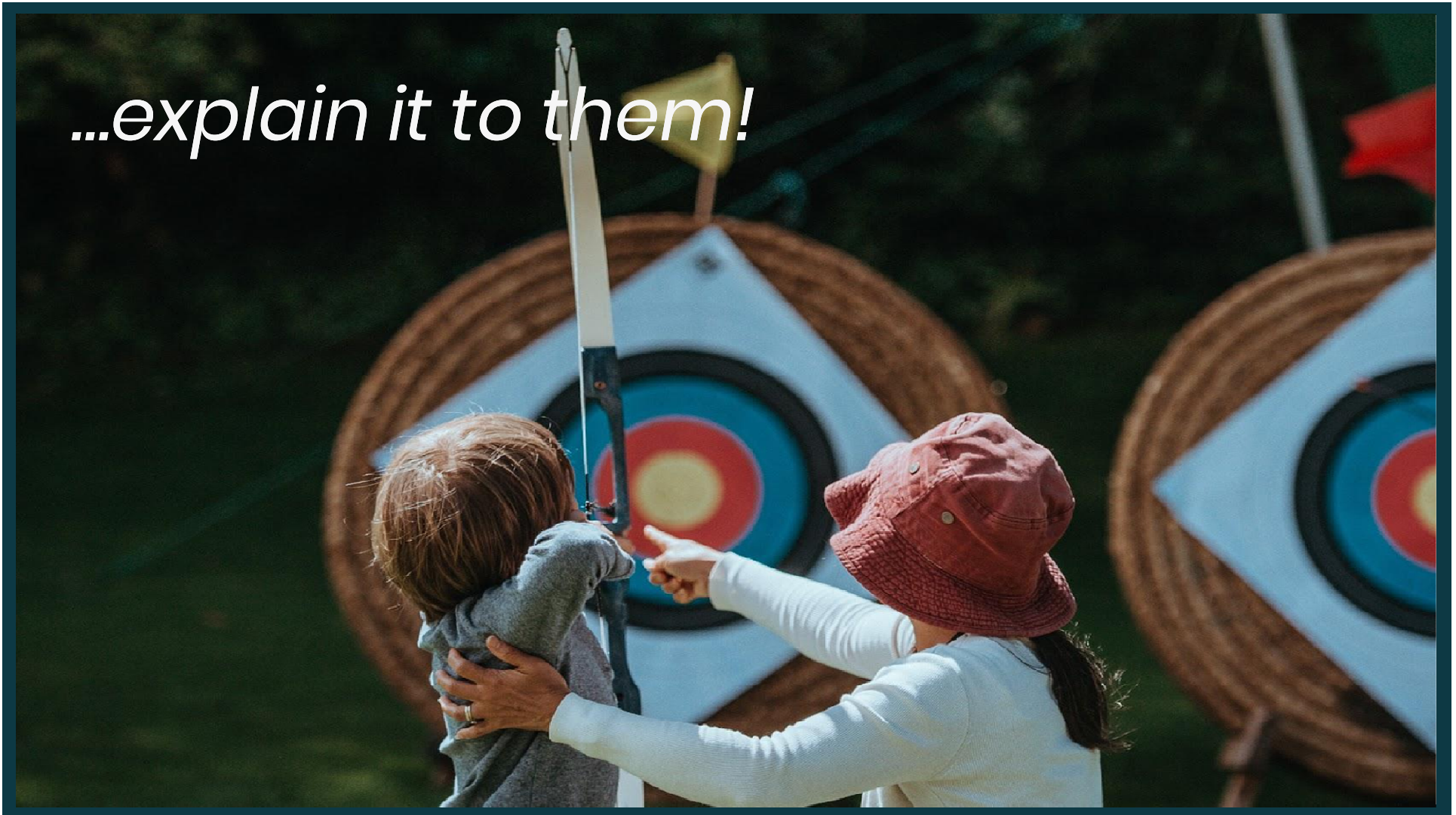
Develop potential inhouse

**PERSONAL
TRAINER**

A photograph of a person from behind, wearing a black t-shirt with the words 'PERSONAL TRAINER' printed in white, bold, capital letters. The person is standing in a gym with a red wall in the background. Other people and gym equipment are visible in the blurred background.

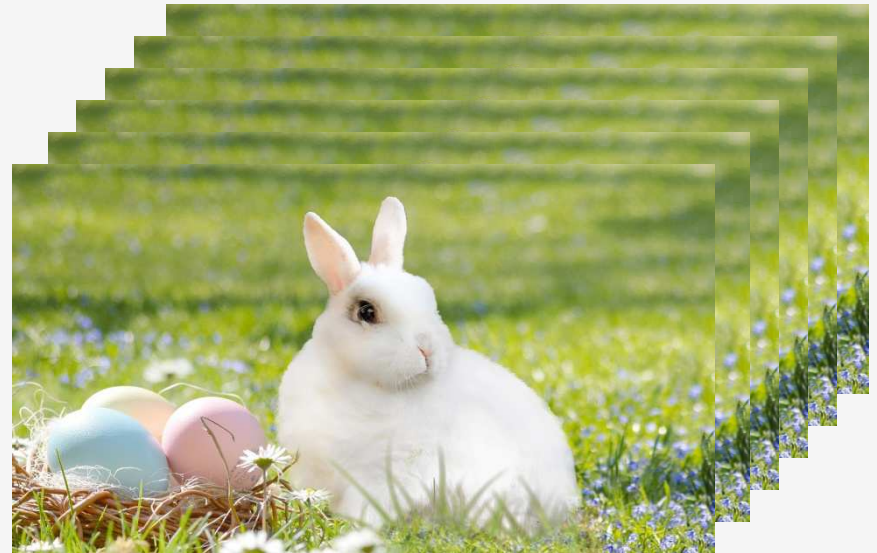
*HOW TO GET TALENTS
BEHIND YOU(R GOALS)?*

...explain it to them!



...in a way they understand!





...in multiple ways and multiple times!

“It does not make sense to hire smart people...



...and tell them what to do” (Steve Jobs)

Lead by example



SUMMARY – DEVELOP TALENT

- *EXPLAIN YOUR GOALS...*

...PERSONALLY

...IN A WAY THEY UNDERSTAND

...ALSO IN DIFFERENT WAYS

...MULTIPLE TIMES

- *GIVE THEM ROOM TO GROW*
- *LEAD BY EXAMPLE*

A person is seen from behind, walking away on a gravel path that leads into a vast, open landscape. The person is carrying a black rolling suitcase. The scene is set during a dramatic sunset or sunrise, with a sky filled with colorful clouds in shades of orange, yellow, and blue. The path is flanked by two concrete pillars, suggesting an entrance or exit. The overall mood is one of departure and reflection.

*What if we train
our talents...*

...and they leave?

KEEP YOUR TALENT

Motivation is key



Non-monetary incentives (2x)



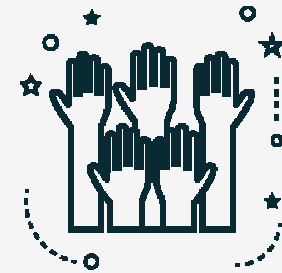
RECOGNITION



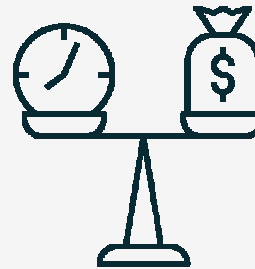
APPRECIATION



TRUST



VOTING POWER



WORK-LIFE-BALANCE

Rethink your rule book

THE RULES

1. Eat Protein and Fiber at Every Meal
2. Check Your Starches
3. Clock Your Meals
4. Eat Fat
5. Watch the Sugar
6. Indulge Intentionally
7. Supplement Smartly
8. Get Some Sleep
9. Drink Water
10. Exercise

allowing your blood sugar levels to remain more stable, which leads your weight and energy levels to remain stable.

2. Check Your Starches

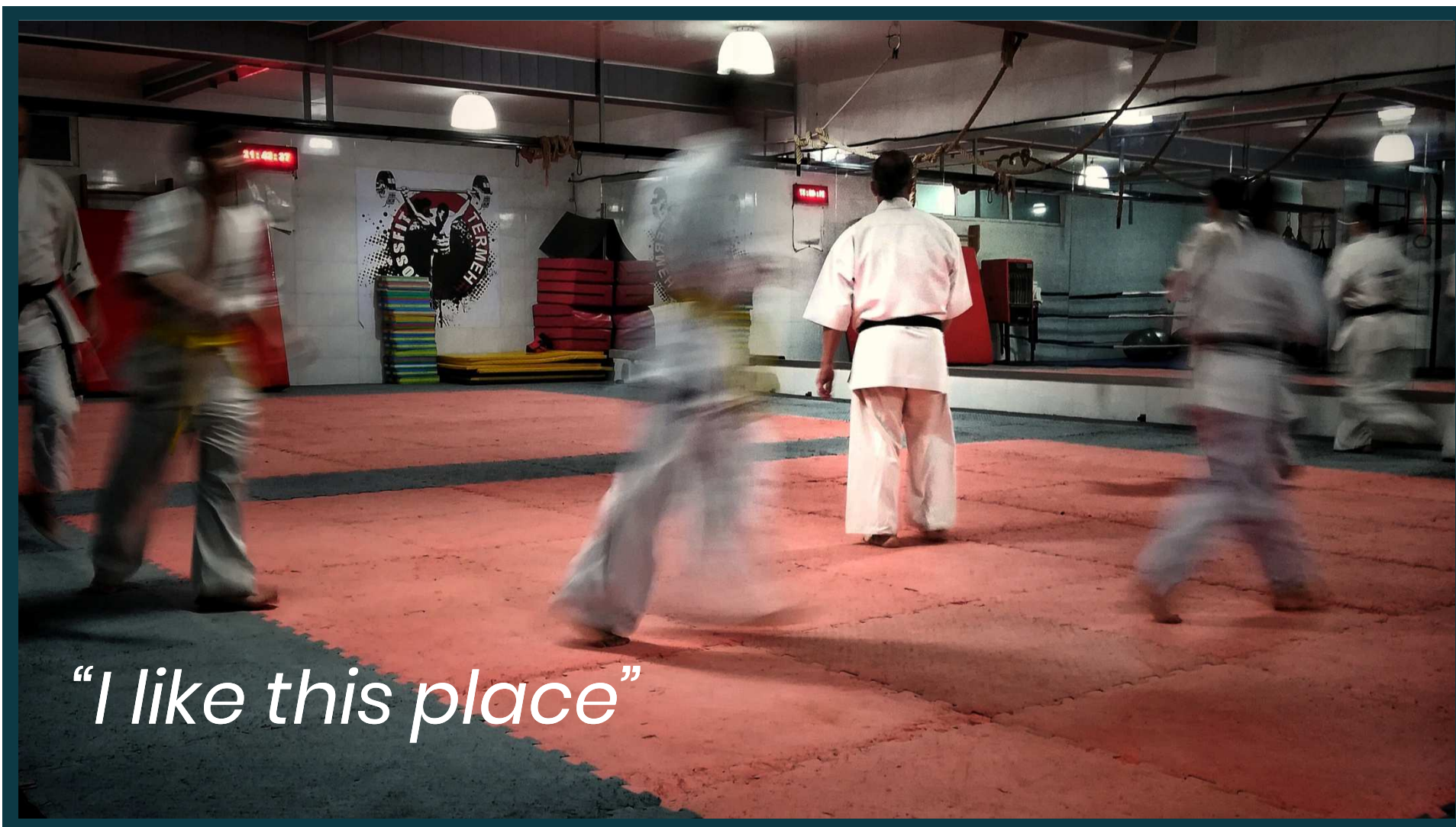
This isn't a low-carb diet. Well, actually, it's not a diet at all, but you get the idea. While I'm not recommending that you keep track of your carb intake, you do need to be aware of how many *starches* you eat per day. There are a few reasons for this: First, starches are the easiest foods to overeat—how many people normally eat a half cup of pasta? Not me! Second, the majority of starches (think the bread-y stuff) are high in sugar, even if they're savory foods, which makes overeating starches the number one way to put on weight. Omitting them altogether sets you up to fail, but eating them in a controlled way will not only help you lose weight but also prevent you from feeling deprived.

3. Clock Your Meals

The ultimate goal in permanent weight loss and good health is to keep your blood sugar and your energy levels stable. Waiting too long between having meals or snacks sets you up to fail. Period. Most poor food choices are made because you're too hungry to think straight—prevent that from happening by eating regularly. That's why I want you to have a meal or a snack every 4 hours. You don't need to set an alarm to keep you on an exact, to-the-minute schedule, but you should make sure you are eating regularly. Note: This is not the same as grazing all day. There must be a start and a finish to every meal or snack—otherwise you might end up eating like a cow that grazes on grass all day. Plus, I want you to be finished with eating a couple of hours before you go to sleep. Ideally you're leaving 12 to 14 hours between your dinner and your breakfast the next morning.

"I have been dieting and following the Diet Detox seriously for nine months. In that time, I have lost an incredible amount of weight; I never dreamed this was possible. The Diet Detox offers a food algorithm with endless options, but in a simple form to eliminate any confusion. Thanks to the Diet Detox, I've never felt so content about my weight or my appetite."

—Phil. G., lawyer



"I like this place"

SUMMARY – KEEP TALENT

- *BALANCE MONETARY AND NON-MONETARY REWARDS*
 - *RECOGNITION*
 - *APPRECIATION*
 - *TRUST*
- *COMPANY CULTURE*
 - *FRIENDLY*
 - *FAIR AND ENFORCED RULES*
 - *„I LIKE THIS PLACE“*

UTILIZING TALENTS FOR SUCCESS

*Talent success leads to team
success...*



...leads to customer success!



*FRONT LINE AND DELIVERY
TALENTS SHAPE CUSTOMER
EXPERIENCE*

*IMAGINE WHAT THEY CAN
DO WITH JOY, DEDICATION
AND TRUST!*

Short term impact



- *BETTER TALENT AKQUISITION*
 - *BETTER COMPANY CULTURE*
 - *REDUCED FLUCTUATION*
 - *STABILIZED PROCESSES*
- *PROJECTS ~ ROI < 1Y*

- *BETTER ENGAGEMENT*
 - *BETTER DELIVERY*
 - *LOYALTY*
- „*I LIKE THIS PLACE*“

Mid term impact



Long term impact



SUMMARY – WHATS IN IT FOR YOU

SHORT TERM IMPACT

- *ROI <1y*

MID TERM IMPACT

- *EMPLOYEE/CUSTOMER SATISFACTION*
- *DELIVERY EXCELLENCE*

LONG TERM IMPACT

- *WHATEVER YOU CAN IMAGINE*



Thank you

for listening!

Contact



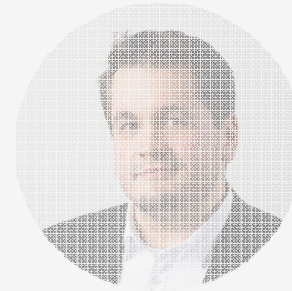
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