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# SYNERGIE NEWS

RECRUITMENT | EXECUTIVE SEARCH | OUTPLACEMENT | ASSESSMENT / DEVELOPMENT CENTRES | HR CONSULTING | TEMPORARY HELP

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*Ladies and gentlemen,*

*Let me use the pre-Christmas period to wish you all a peaceful and happy Christmas holidays. At the same time I would like to thank for our existing cooperation and express my desire for continued successful cooperation in 2010.*
*We are pleased with the positive feedback received after the first edition of Synergie News. It encouraged us to prepare an English version of Synergie News. I believe that will again find the topics interesting and I am looking forvard to your comments again.*

Serge Dupaux
*Managing Director CZ & SK*

## Topics, you are interested in

### How to teach line managers to run a professional interview? Synergie trains in companies…

How many times have you as a HR Manager known of or seen a line manager come late to an interview with a candidate, take no notes, ask closed or prompting questions or have his/her cell phone go off during an interview or better yet talk the whole time about themselves and then decide the candidate was perfect for the role and should be given a job offer?

In a one-day training session, Synergie trains line managers the formal fundamentals of running a professional interview and shows them various interview techniques. Training is conducted by Tamara Čermáková who has been working with Synergie for eight years and an ex-colleague of Synergie, Eva Cyprová, Development and Education Manager at Jan Becher Karlovarská Becherovka, a.s.. Read more ..

## Synergie team

Eva Mizerová joined Synergie in August 2008 as a member of the HR Consulting team. She has been focused mainly on executive search and outplacement projects. Since October 2009, she has also been a member of the Finance & Banking team. Eva graduated from the Faculty of International Relations at the University of Economics in Prague. She gained experience in HR consulting during her studies, while also working at other HR firms; Solutions HR Specialists and Pedersen & Partners.

## Market News

### Pre-employment screening – above-standard service of personnel agencies or a must?

How can you be really sure that the applicants for a job in your company are not lying to you? There is one service that can help you – the "pre-employment screening" or "PES", also referred to as a "background check". It is already a standard part of the recruitment process in many global companies.

Only a year ago, we would enthusiastically recommend a candidate with the perfect CV, sound references and convincing presentation during the personal interview, now we have to really ask ourselves, whether we can present someone without a verified identity, education and previous employment. It is also a warning to see how some of the applicants change the data in their CV after a year (mostly the dates of employment are prolonged or deleted altogether) and think that the agency won't notice the difference. Read more ...

## Synergie Temporary Help

TEMPORARY HELP

Synergie Temporary Help has prepared an interesting autumn menu. Now you have the opportunity to experience for one day one our candidates from our large database of temporary staff for FREE.
Synergie Temporary Help takes care of everything, and with minimal administrative burden. Read more ...

## News / events / interesting

### Draw of synergie lottery gives you the power

12/10/2009 at 9:00 am, as planned, the first ever draw of our lottery „Synergie gives you the power" was held with the presence of the notary JUDR. Eva Jaklová, who guarantees the correctness of the draw.
The winner of the weekend relaxing stay in Podebrady for two people was Mr. Joseph Rams, Managing Corporate L'OCCITANE Central Europe sro, based in Prague.
The Synergie team congratulates the winners and wishes you all pleasant stay.
Furthermore, the next lottery draw for the second quarter of 2009 will be held in the last week of January 2010.
You can find a small photogallery from the lottery draw done by Mr. Serge Dupaux, Managing Director Synergie CZ & SK with the help of Mr. Jan Karvánek, a Synergie Consultant here.

### Video on www.syn.cz

You can obtain information on human resource management in a variety of ways. The most amusing of these is by video. See for yourself

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