



Polina Tishchenko:

HR & Business Consultant

Over 20 years of experience in strategic HR, organizational development, and operational management.

I help companies improve HR and business efficiency, build training systems, and develop leaders and teams.





OUR SERVICES

Three Areas of Consulting

1. Audit and Diagnostics

Assessment of current HR status, processes, and organizational health.



2. System Development and Transformation

Building effective HR architecture and implementing management systems.

3. Training and Development

Programs for managers, HR specialists, and the entire organization.



1. Audit and Diagnosis

We identify bottlenecks and assess readiness for change to increase overall effectiveness.

HR Function Audit

Assessment of HR effectiveness, processes, and motivation systems.

Business Process Audit

Identification of bottlenecks and inefficiencies.

Organizational Health Check

Structure, communications, engagement, leadership.

Performance System Review

Evaluation of KPI, OKR, and performance management systems.

Culture & Change Readiness Audit

Readiness for change and development.

2. System Development and Transformation

Creation and update of key HR systems for strategic growth.

HR System Design

Building and updating HR architecture

Performance Management System

Implementation of OKR/KPI and role profiles

Compensation & Rewards

Financial and non-material motivation, grades

Learning & Development Function Setup

Building L&D function and corporate academy

Talent Management & Succession Planning

Retention and development of key specialists

HR Digitalization

Implementation of IT for goal and learning management

Operational Efficiency Projects

Integration of HR and business processes

Line Management / Management of Subordinates

Structure and training of line managers

3. LEARNING AND DEVELOPMENT

Programs for Managers



Leadership 360°

Leadership through influence and responsibility.



Performance & Feedback

Skills for effective feedback and performance management.



Team & Motivation Management

Team and motivation management, including training for line managers.



Programs for HR Specialists

HR as a Business Partner

Analytics, efficiency, and strategic HR impact.

Performance Management System Design

Developing performance management systems.

Compensation & Rewards Strategy

Compensation and rewards strategy.

Learning & Development Function Design

Building the learning and development function.



Organizational Culture and Change Development

Corporate Culture

Culture as a driver of business effectiveness.

Change Management

Guiding the team through transformation and change.

Strategic Sessions

For top teams, aimed at developing strategy.

Employee Dialogue (eNPS)

Measuring engagement and building a corrective action plan.



Contact Us

Ready to discuss your tasks and find optimal solutions?



Phone

+994 51 570 16 33



Email

office@transcaspiangroup.com