

Fravizel

Work In Portugal
22 November, 2023

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What do you think about the Future?



Europe wants to be the first continent to **achieve climate neutrality by 2050**. That said, the EU says that climate change will be the greatest challenge of our time and also an opportunity to build a new economic model.

The European Climate Pact is an EU-wide initiative inviting people, communities and organizations to participate in climate action and build a greener Europe. The Pact invites **people, communities and organizations to:**

- Connect and share knowledge
- Learn about climate change
- Develop, implement and scale up solutions

As an open and inclusive initiative, the Pact will evolve and grow thanks to the **creativity, needs and ideas of those becoming part of it.**

The focus on the generalization of digital skills among new generations also contributes to this expansion and it is critical to expand not only the base of the pyramid of skills and qualifications in these areas, but also their higher levels, in terms of graduate and postgraduate training and research and production of knowledge in these fields (Green Book on the Future of Work, 2022, P. 130).

HOW?

Talent Evolution Top 10 Skills

In 2015

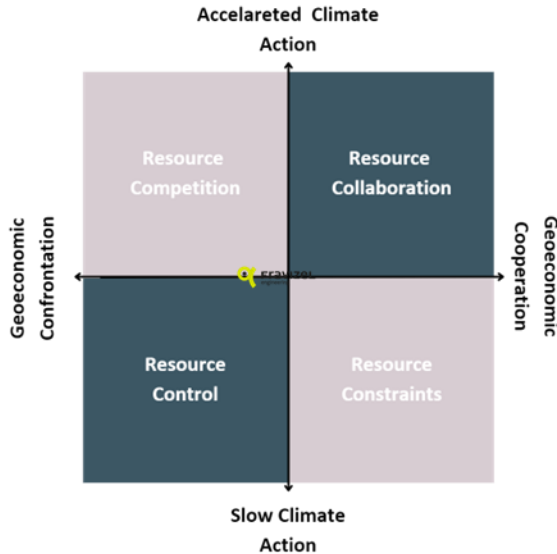
1. Complex problem solving
2. Coordinating with others
3. People management
4. Critical thinking
5. Negotiation
6. Quality control
7. Service orientation
8. Judgment and decision making
9. Active listening
10. **Creativity**

In 2025

1. **Analytical thinking and innovation**
2. Active learning and learning strategies
3. Complex problem-solving
4. Critical thinking and analysis
5. **Creativity, originality and initiative**
6. Leadership and social influence
7. Technology use, monitoring and control
8. Technology design and programming
9. Resilience, stress tolerance and flexibility
10. Reasoning, problem-solving and ideation

Source: Future of Jobs Report. World Economic Forum, 2016, 2018 and 2020

Dynamic capabilities



Source: World Economic Forum, 2023, p. 60

Dynamic capabilities (1) is a firm's ability to integrate, build, and reconfigure internal and external competencies to address rapidly changing environments. (2) are organizational and strategic routines through which managers change their resources to generate value creation strategies. (Teece et al. ,1997; Eisenhardt and Martin, 2000).

The most important determinants for establishing partnerships are "honesty/sincerity" and "trust", both referring to the prospective partner.

Frazão (2019).

The Green Deal | Highlights



ESG

We promote Green technology that develops:

Economic Viability

Digitization and Integration of Data

Safety and Maintenance

Improvements in Energy Efficiency

Social Responsibility

Workforce Well-Being



Cosmos Journey

60 Countries



Clean, Reliable and Affordable Energy
 Leave No One Behind (Just Transition)
 Sustainable Transport
 Transition to a Circular Economy

=

Achieving Climate Neutrality





TWIN TRANSITION

- I. **Carbon Neutrality**
- II. **Digital Technology**

All eyes should be on this

Right People make Right Things

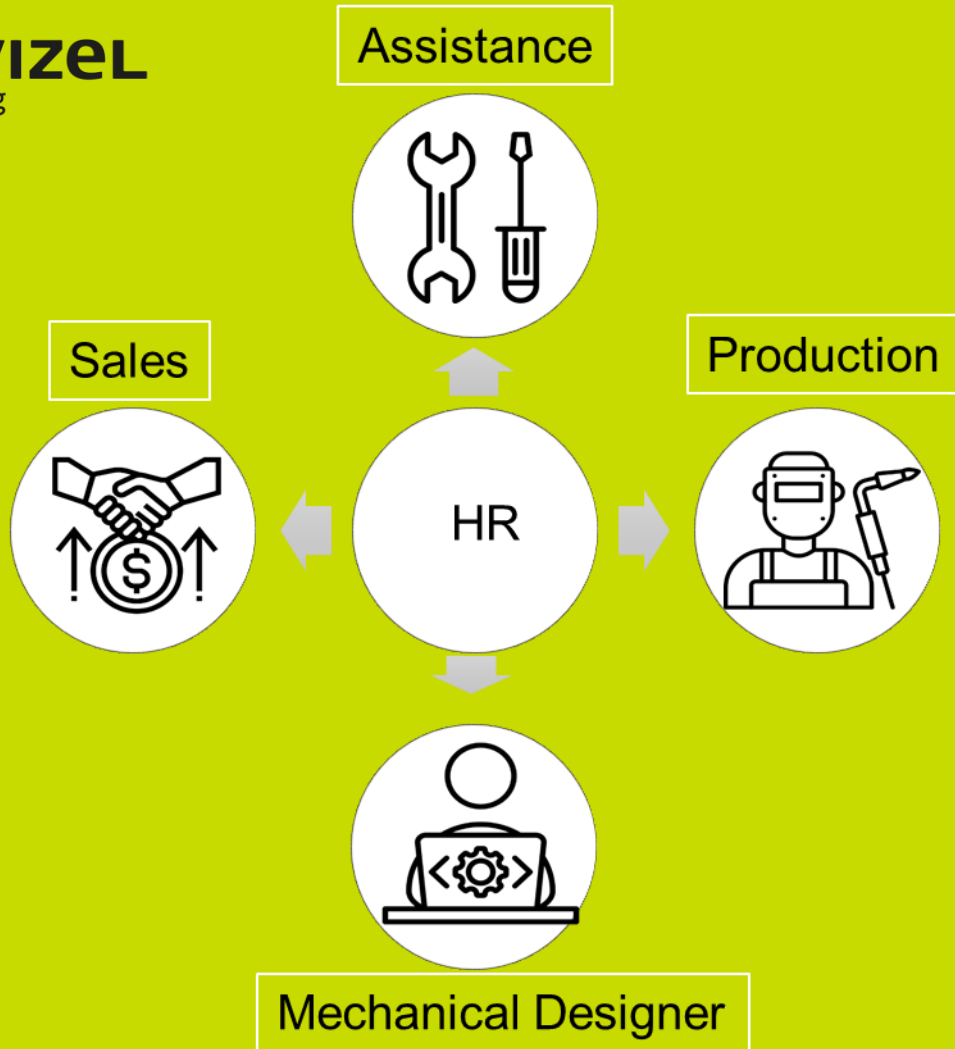
Objectives

The main objectives that the company intends to achieve are:

1. Environmental sustainability of the business;
2. Launching innovative solutions in the market.

Values

- Innovation and Creativity;
- Assistance and Commitment;
- Quality and Active Learning;
- Social Economic Environmental Sustainability and Gratitude.





THANK YOU!

Get in touch with us at
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we'd love to hear from you.

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