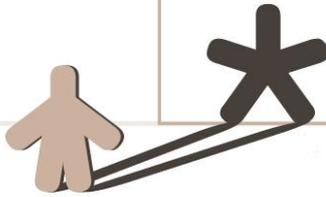


Did you know?

There is Potential in everyone.



Discovering Natural Latent Abilities



Discover and develop your potential for success!

Assessment of Human Potential

Successful employees are the most valuable resource each company has. Precise selection, development and advancement of your employees are the key to developing new potential and to securing sustained corporate success. Reliable data is the essential basis of all successful, value-creating Human Resources Development measures. To reliably measure the actual level of development of the qualities which are most relevant for success we provide the **DNLA – The Discovery of Natural Latent Abilities** measurement system

► Process Description



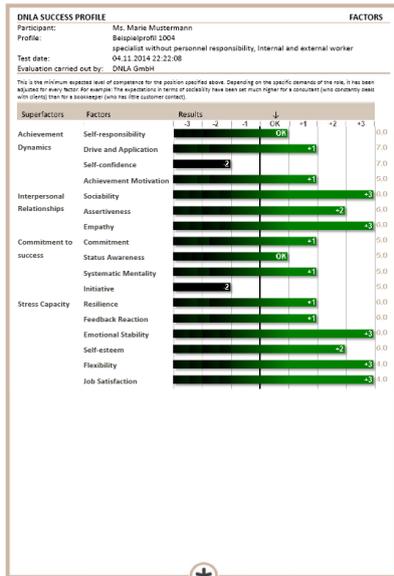
The success of your enterprise is massively determined by one factor: the human factor - your employees.

The ideas, the motivation, the enthusiasm of your employees, in short: the latent potential of your employees are an enormous potential for economic growth for your corporation! If you invest effectively in the development of your employees and their qualifications and motivations, this will pay off in multiple ways.

To fully employ the potential of your employees for your corporation, you should continually measure and develop their potentials. The appropriate instrument for this assessment is **DNLA – Discovering Natural Latent Abilities** (Discovery and Development of Natural Latent Abilities)



Assessment of potential

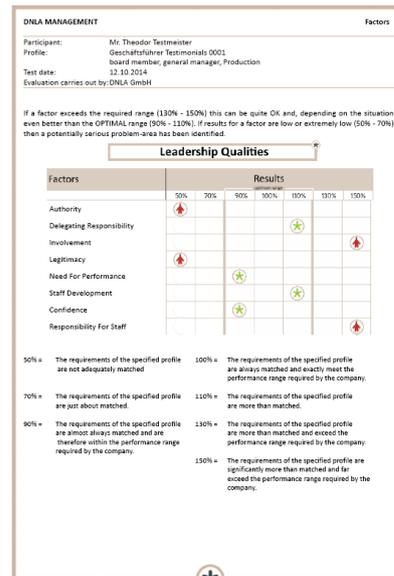


What qualities and skills does one need to be successful? Prof. Dr. Dr. Dr. Brengelmann and Dr. Wolfgang Strasser have done fundamental research in this area at the Max-Planck-Institute, Munich, and developed a scientific model containing all key factors of social competence which have a significant effect on professional success. On the basis of that findings, a team of experienced HR-specialists, consultants, coaches and EDP specialists developed the DNLA – Human Resources Expert Systems.

With these EDP - aided tools, you are able to regularly measure the actual level of the key factors for professional success. The tools are available for different areas such as “social skills”, “management & leadership skills” or „sales potentials“.

Position – specific standards and job-profiles are taken into account. In addition to that, the candidate’s stress level is also shown, to take into account extraordinary occupational or private strain.

With the encoded answers of the candidate, the comprehensive result reports can easily be created. Naturally here, as in all steps of the process, highest levels of data protection are guaranteed.



The DNLA - programs are already available in many foreign languages. Automatically, you can create evaluation documents in different languages with the same data set!

Experienced consultants and HR - specialists will explain and discuss the individual results of the evaluation with the employee and his or her direct superior to develop propositions for the development and sustainment of the potentials and social skills that are needed for the respective occupation.

This will enable you to quickly determine where there is even need for improvement and how you can establish effective measures in these areas to improve the performance and the job satisfaction of your employees!

You will get various kinds of assistance for the implemen-tation of the individual development measures: we provide different kinds of comprehensive analyses, evaluation documents and reports, such as development plans, coaching plans, as well as practical recommendations for development measures and reports for the company and for the consultant. In addition to that, CD - programs and Audiofiles for the individual development of potential are also available.

Characteristics:

- fully computer-aided
- online access
- comprehensive reports and result documents for the employee and the firm
- 10 different evaluation tools for all aspects of HR-management and HR-development available
- questionnaires and reports available in many languages
- practical and target-oriented
- continuous competence-monitoring & -development possible

Benefit:

- competence - check for the selection of new personnel
- continuous development of the employees’ potential
- reliable basis for your Human Resources Development: reliable information instead of assumptions and subjective judgment
- individual support to achieve performance improvement
- continuous, sustained HR development instead of one-time measures
- reduction of costs: optimal allocation of your HR budget
- improved teamwork and leadership
- highest levels of employee engagement, success-climate, improvement of cooperation
- DNLA is a cornerstone for the HR balance sheet

And last but not least our well-experienced DNLA - consultants are happy to share their expert knowledge with you!

And if you plan to regularly use DNLA in your organization, you even have the possibility to let one of your internal HR specialists be trained in the use and application of the DNLA tools to employ the DNLA procedures independently!