

Management Audit



Key Objectives:

- Assessment of Potential- and Performance
 - Status Quo & Potential for development
 - Individual & collective (for Management-Teams)
 - Transparency with regard to the correlations of Potential (Soft Skills) & Performance (KPIs)
- Identification & removal of “bottlenecks” – limiting factors which prevent better performance
- Tangible & sustainable Performance Improvement
- Ø annual ROI > min. 2x the invested sum
- Application e.g. after Mergers (Post Merger Integration), newly formed Management-Teams, Performance Improvement, Gap-Analysis, as part of implementation of a new competence model or a new corporate strategy

Deliverables:

- Data analyses (individual and group levels)
- Development- and Action Plans
- Consulting services as required – highly effective & focused on the critical value-driving factors

Leadership Qualities

Factors	Results						
	50%	70%	90%	100%	110%	130%	150%
Authority						★	
Delegating Responsibility						★	
Involvement						★	
Legitimacy							★
Need For Performance				★			
Staff Development			★				
Confidence				★			
Responsibility For Staff				★			

Entrepreneurial Spirit

Factors	Results						
	50%	70%	90%	100%	110%	130%	150%
Personal Standards						★	
Information Handling			★				
Readiness to Make Decisions				★			
Innovation						★	
Quality Awareness				★			
Risk Behaviour						★	
Systematic Approach			★				

Method:

- Assessment (= online assessment; available in many world languages) of the current level of 17 key success-factors in Social Competence and of 25 key success-factors in leadership and management
- Data analysis:
 - Benchmarking with the best in this position
- Various report formats available
- Gap-Analysis;
 - determination of action plans and priorities
- Structured development and consulting process
- Follow – Up: Measurement of change in potential and in performance improvement

Cases & Clients (Examples):

- Management Audit & leadership development for members of the supervisory board of a large corporate client from the food industry



DNLA – Benchmarking with the Best!

DNLA – Discovering Natural Latent Abilities is a unique approach, combining accurate, high-quality, objective analyses and individual, customer-oriented solutions in a perfect way. The system is based on the findings of fundamental research on occupational success factors done at Max Planck Institute in Munich by Prof. Dr. Dr. Brengelmann and Dr. W. Strasser and gives you an exact image of the current level of potential in the key Soft Skill success factors which are the essential basis for success in the job!

- Key Facts:**
- Database: approx. 100.000 datasets in total for the benchmarking
 - Available in many different languages, for different cultures and countries
 - Precise results for the individual, for groups and teams, and for the organization as a whole
 - In-house application: Both the program-software and data Intelligence (“DNLA-Master”) and the DNLA Know-How (DNLA-debriefing-process; training and certification as DNLA-in-house-consultant) can be offered directly to the client.
 - objective, valid & reliable
 - Customizing-options

DNLA - We turn Potential into Performance!

