IDENTIFY CRITICAL ISSUES IN YOUR TEAM IN GOOD TIME

Identify conflict potential with DNLA and resolve it directly.

We measure potential, soft skills, what each of us needs in addition to experience and expertise to do a really good job. They are inherent in each of us, but sometimes they are constrained, for example by insecurity and conflict. With DNLA you recognise deep-seated causes of conflict - and so you can solve or prevent conflicts. So that problems don't hit you like a bolt out of the blue.

DNLA*

Discovering Natural Latent Abilities

CONFLICT MANAGEMENT

Goals and benefits:

- Objective, scientifically based (*research at Max-Planck-institute for Psychology) analysis of the basic success factors in the area of social competences.

- Uncovering deep-seated causes of conflict (e.g. in the areas of "self-confidence", "dealing with feedback and criticism" or "outlook") and, building on this, appropriate individual and collective support and development measures.

- Team development and strengthening of team cohesion.

- Organisational development; company-wide cultural change: towards respect, fairness and good, successful cooperation.

Method:

- Measurement of 17 success factors in the area of social competence (online survey, soft skills analysis DNLA SC - success profile social competence) for all members of staff (incuding managers).

- Measurement of 25 success factors in the area of management and leadership for all managers.

- Personal evaluation and feedback sessions on the analysis results.

- Identification of development opportunities; individual support agreements and action plans.

- Sustainable development of potential through repetition of the analysis and development process after 6 - 12 months.

Reference Customers:

Bayer HealthCare

SAXOPRINT

BHTC

PROVENTA

AGROLAB GROUP

Clients and sample projects:

- Post-merger integration after mergers / acquisitions.
- Work with young people; publicly funded integration programmes to strengthen basic social skills and prepare for the demands of working life.

FAKTOREN		AUSPRÄGUNG						
		50%	70%	90%	100%	110%	130%	150%
Leadership Qualities	Authority				←(★)			
	Delegating Responsibility				(★)			
	Involvement					(★)		
	Legitimacy			(★)				
	Need For Performance			(★)				
	Staff Development					(★)		
	Confidence					(★)		
	Responsibility for Staff					(★)		
Cooperation & Consensus	Influence			(★)				
	Identification				(★)			
	Image				(★)			
	Communication Skills					(★)		
	Conflict Behaviour							(★)
	Building Consensus					(★)		
	Cooperation					(★)		
	Handling Power				←(★)			
	People Orientation					(★)		
	Team Work				(★)			
Entrepreneurial Spirit	Personal Standards		(★)					
	Information Handling				(★)			
	Readiness to Make Decisions					(★)		
	Innovation						(★)	
	Quality Awareness						(★)	
	Risk Behaviour				(★)			
	Systematic Approach				(★)			

AREAS	FACTORS	RESULTS			OPTIMUM RANGE			
		1	2	3	4	5	6	7
Achievement Dynamics	Self-responsibility					5		
	Drive and Application					5 OSZ		
	Self-confidence			3				
	Achievement Motivation				4			
Interpersonal Relationships	Sociability				4			
	Assertiveness			3				
	Empathy					5		
Commitment to success	Commitment				4			
	Status Awareness		2					
	Systematic Mentality					5		
	Initiative		2					
Stress Capacity	Resilience				4			
	Feedback Reaction				4			
	Outlook							7
	Self-esteem					5		
	Flexibility				4			
	Job Satisfaction					5		

★