

TALENT MANAGEMENT

DISCOVERING TALENT DEVELOPING CAREERS

DNLA provides orientation, identifies talents and helps with developing them.

Every person has got talents. But who makes the best use of them? Where do individual skills and ambitions come into their own best? In a specialist career? In sales? In a management career? DNLA provides orientation and answers.



IDENTIFYING TALENTS



Goals and benefits:

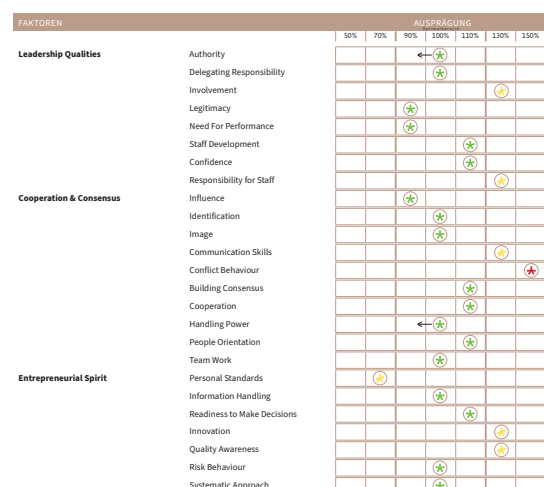
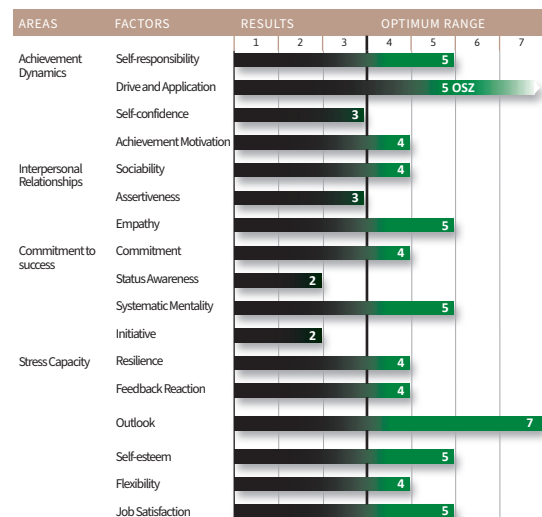
- Assessment of the current situation / recognising potential.
- Forecasting success & pointing out development opportunities.
- Pointing out career paths, support with the decision for future career paths.
- Part of support and development programmes (dovetailing with existing HR-development programmes and trainings).
- Application e.g. in talent development programmes, in corporate academies, in training centres, and for individual support.

Method:

- Measurement of 17 success factors in the area of social competence and 25 success factors in the area of management and leadership (online survey).
- Position-related benchmarking with the best; comparison with various job requirements and target profiles possible.
- Participant evaluation, certificate of strengths, advice and recommendations for development.
- Basis for an individual feedback discussion, personal action and development plans; (customised development programmes, seminars, individual development, coaching).
- Structured development and counselling process.
- Follow - Up: Measurement of the change in potential and performance improvements.

Clients and sample projects:

- Junior management programme at a major food company (> 200 participants).
- Analysis and development of social competence & leadership skills in (future) managers in regional and cooperative banks.
- Talent management programmes (potential assessment, selection, and development programmes) e.g. at various insurance companies and public institutions.



Leaders For What's Next

