



MANAGING TECHNOLOGICAL CHANGE

WITH CONFIDENCE IN TECHNICAL INNOVATION

DNLA makes change happen

We measure potential, soft skills, what each of us needs in addition to experience, talent and expertise to do a really good job - and to deal positively with change. They are inherent in each of us.



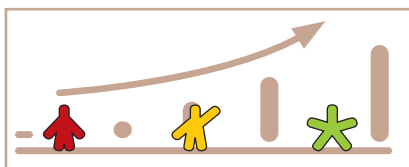
GUIDANCE ON THE WAY INTO THE FUTURE

Objectives, benefits and method:

- Competence analysis (soft skills) and competence development: Which competencies are expected and needed, which ones are available and which ones need to be developed?
- Overview of the current level of potential in the most important factors of professional success, for the areas of social competence, management, leadership and organisation & teamwork.
- Individual, precisely fitting support and development recommendations.
- On request: Implementation advice: Support for companies and managers, e.g. by establishing internal development coaches, monitoring of processes, coordination meetings, support through appropriate media and programmes, and much more.

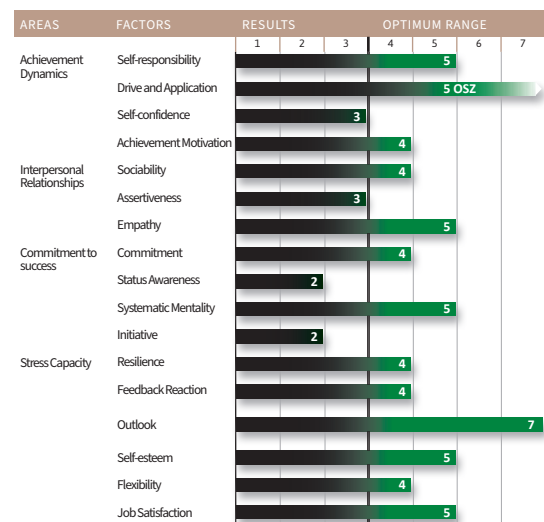
Results and Services:

- Online survey, analysis of soft skills and potential (various modules and analysis-tools available).
- Indicators for agility and classification of the analysis results in the context of agile processes.
- Data evaluation: Benchmarking with the best.
- Various report formats (individual evaluations, strengths certificates, coaching- and development plans, summary evaluations and overviews).
- Gap analysis.
- Definition of action plans.
- Structured development and counselling process
- Follow - Up: Measurement of the change in potential and performance improvements.



Clients and sample projects:

- HR- and organisational development for all employees of a software company, at all offices in Austria and in Romania.
- Soft-Skills analysis and competence development for teachers and schools in the Netherlands to make the education system there fit for the challenges of the 21st century.



Clients and partners:

