# Leadership Development

**DNLA**
Discovering Natural Latent Abilities

**Key Objectives:**

- Detecting, developing and retaining potential
- Analysis of the Status Quo: Personal Potential & Areas of Development; Prognosis of probabilities of success for a given position & working environment
- Support- and development programs (integrated with the existing corporate HR-development-Programs)
- Application e.g. as part of Talent Development-Programs, in Corporate Academies, Training Centres and for the individual promotion of High Potentials)

**Method:**

- Measurement of the current level of 17 key success-factors in Social Competence and of 25 key success-factors in leadership and management (online-assessment)
- Parallel to that, we measure performance parameters and the evaluation of performance given by the senior manager
- Benchmarking with the best in this position
- Individual debriefing, feedback & development plan
- Action plans and development plans (custom development programs, seminar recommendations individual development measures and coaching)
- Structured development and consulting process
- Follow – Up: Measurement of change in potential and in performance improvement for all teams possible

**Cases & Clients (Examples):**

- Talent Development Program "Starter Academy" at a corporate client from the food industry (> 200 pers.)
- Development and Career-Programs for Female (Junior-) Managers at a Regional Government Authority ("Horizons"-Program)

**Deliverables:**

- Data analyses (individual and group levels)
- Personal Development- and Action Plans
- Follow-Up: Data Comparisons
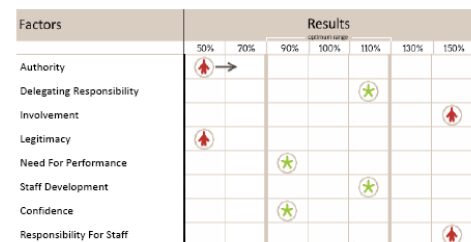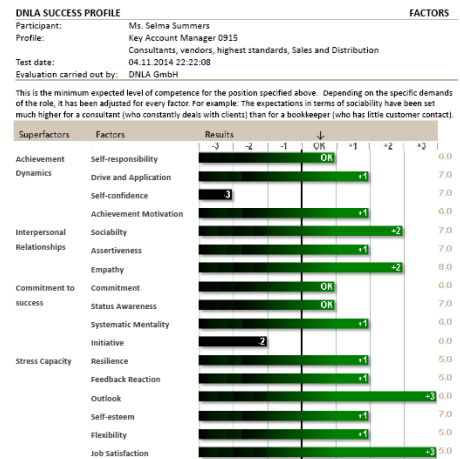




## DNLA – Benchmarking with the Best!

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            - objective, valid & reliable
- Available in many different languages, for different cultures and countries            - Customizing-options
- 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.

## DNLA - We turn Potential into Performance!