Selection & Recruitment

DNLA*
Discovering Natural Latent Abilities

Key Objectives:

- Selection of internal and external candidates
- Significant reduction of the percentage of "Mismatches" and wrong choices
- Assessment of potential; Forecast regarding the probability of success in this job / in this open position
- Objective, valid measurement & DIN 33430 -certified consulting- and analysis-process instead of choices based on "gut feeling" and subjective assessments
- Internal: Identification of "Hidden (High-) Potentials"
- Talent Management: Selection, promotion and development of high potential-candidates

Method:

- Step1:Pre-selection, using DNLA Screening (Quick-test)
- For the candidates on the final shortlist: Assessment of the current level of 17 key success factors in Social Competence and (for management positions) in 25 key success factors in Leadership and Management. (Online assessment)
- Benchmarking with the Best in this position
- Objective results as basis for job interviews and selection
- Integrated into the system: Development plans & aids for (re-)development of potential and for optimal vocational adjustment.
- Optional: Follow – Up: Measurement of change in potential and in performance improvement after 3-6 months (prior to the end of the probation period).

**Cases & Clients (Examples):**

- Recruitment and Selection on **all** levels (Apprentices, Employees, Leadership Personnel and Executives) for companies across **all** sectors and sizes.

Deliverables:

- Assessment of the current level of key-qualifications & success factors in Social Competence & Management and Leadership
- Benchmarking with the best in this position / in a comparable position
- For larger groups of applicants: Screening (short test) and Ranking (Quick overview of summarized Results)

- Certificate of strengths for the participant
- Extensive analysis and results for the participant and for the company
- Direct comparison of results, Rankings, Overview
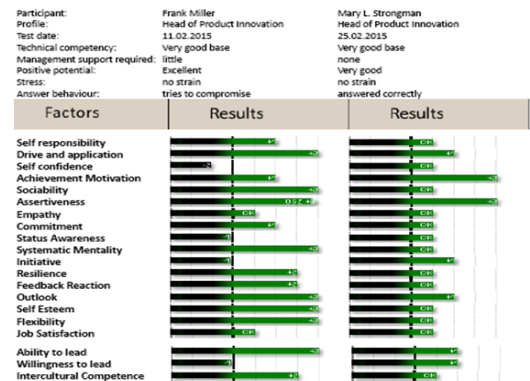
DNLA – Benchmarking with the Best!

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!