

# TALENT MANAGEMENT

Are the talented people in your company in the right place? Do all employees have the opportunity to utilize their full potential? And who are the worthy successors for management positions? We help you to find this out – and to put your talented staff to even better use.



## BENEFITS OF SUCCESSFUL TALENT MANAGEMENT

### WIN THE 'WAR FOR TALENTS'

Highly qualified staff are universally popular but cannot be found everywhere. Especially in times of demographic change. Take the matter into your own hands and start in your own ranks. With strategic talent management you can

- increase the competencies of your current employees,
- put the right people in the right jobs,
- avoid staff bottlenecks by training your junior staff yourself.

### FIND SUCCESSORS FOR KEY POSITIONS

What do you do when crucial positions become vacant? Let existing employees take over. Systematic talent management ensures that you are ideally prepared. It allows you to identify the promising, talented staff in your company and equip them with competencies. This is a win-win situation:

- You continuously increase the skills and motivation of your workforce.

- Staff promoted internally are well-connected and familiar with the company culture.
- And your key positions are quickly filled.

### INCREASE EMPLOYEE RETENTION

Staff who can develop within your company and are actively encouraged to do so will remain loyal. But that's not all. If employees are allowed to realize their full potential, they are motivated and more committed. Talent management makes precisely this possible. After all, loyal, motivated employees are priceless.

### CREATE AN AGILE, CONNECTED ORGANIZATION

Imagine a company where people act and think across departments and hierarchies. At lunch employees talk about their customer projects. If someone has an idea for another employee, they share it. This could be your company. Because in talent management programs, intelligent workers in different teams get to know each other and stay in touch. Openly and independently of any hierarchies. Your entire company is therefore always learning, making it adaptive and well-connected.



## HOW WE FIND TALENTED PEOPLE FOR YOU

### ASSESSMENT CENTER

Who is the best fit for your key position? Who not only fulfills your requirements, but will also flourish in this job? We find the right person for you, whether internally or externally. In an assessment center we put the candidates in real work and management situations and observe their conduct. Our subsequent evaluation is firmly based in reality: our consultants classify the conduct of your candidates by scientific standards. This is because we know from psychological research exactly how conduct reflects competences. You therefore obtain a well-founded recommendation for your personnel decision.

### POTENTIAL ANALYSIS

Our secret to success is our personnel diagnostics. With PAWLİK's potential analysis, you can get to know your candidates or employees as well as their personalities and competencies even better than you would with intensive job interviews alone. What is so special about this is that our potential analysis not only identifies people's conscious motivations, but also their unconscious motivations. You can therefore discover the development potential of your candidate or employee, helping to predict professional success. This makes your decisions easier and more well-founded. We also tailor the potential analysis precisely to your needs. We have specific analyses for the areas of leadership, sales, service and inside sales ready for you. You can always find the right person for a given position.

### 360° FEEDBACK

Your employees and executives interact with each other day in, day out, just like your customers. They also notice how your team behaves. So why should we not consult those who have the best insight? With 360° feedback, we ask everyone connected to the relevant person for honest feedback. The benefit is that we are neutral and impartial, which means that employees, executives and customers can confide in us and you get extensive, objective feedback. This makes the perfect basis for helping the relevant staff and executives to develop.

### EXTERNAL AND SELF-ASSESSMENT

External and self-assessments are another way to gauge the current competencies of your talented staff. In a personal interview we focus entirely on the competencies critical to the success of your key position. We first ask employees how they would assess themselves. Then we ask their managers – and sometimes colleagues and customers – for their views. Then we look at the assessments together. What is the same? Where do opinions differ? This makes strengths and areas for improvement clear.