

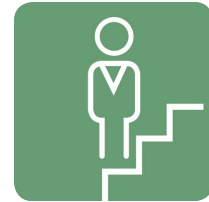
Our trainings show effect



personal flow®: develop employees and teams

seminar program

personnel development



Method Diversity in Personnel Development – a Seminar for Executives and HR Business Partners

Since the turn of the millennium, parts of the job market have been dominated by the so-called "war for talents" - a fierce competition for the best employees. In this environment, companies cannot afford to lose well-trained specialists. To prevent this, modern and innovative personnel work is needed.

Once on board, it is important to retain and develop specialists in your organization. Innovative, stringent, practical and target-oriented personnel concepts help to achieve this: Well thought-out further training offers, helping with career planning, the development of a supportive management culture, promotion of the work-life balance, individual incentives. These are just a few of the building blocks of active and successful personnel work and development.

In this seminar you will get an overview of proven tools and current trends in personnel development. From location analyses with potential checks to new methods such as Lego Serious Play®. You will discuss their possible applications in personnel work as well as the opportunities and risks of the various approaches and thus gain clarity with regard to your own concepts.

Target Group

- Executive staff and HR Business Partner

This in-house seminar is tailored to your individual needs. Contact us so that together we can develop a tailor-made training concept for you.

Main Focus

- Overview of selection procedures: Candidate interview, online procedures, assessment centre, psychometric procedures
- Location determination, potential checks and management potential programs
- Practical examples of personnel development: training, shadowing, rotation, action learning, project groups, Lego Serious Play®
- Transfer of content to your industry and your personnel concept

Contact

flow consulting gmbh
Spörckenstraße 89
29221 Celle
Tel.: +49 5141 740074
E-mail: mail@flow.de
www.flow.de/en

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personnell development: Example Topics from the Seminar Contents

The Suitable Instrument for Every Situation

The diversity of personnel development instruments is great. Whether "on the job", "near by the job" or "off the job" - we support you in finding the right instruments.

Training-on-the-job	Training-near-by-the-job	Training-off-the-job
<ul style="list-style-type: none"> • Instruction at the workplace • Assistant and deputy • Learning on the model • Job Enlargement • Job Enrichment • Job Rotation • Autonomous group work • Job Shadowing 	<ul style="list-style-type: none"> • Quality circle • Learning workshop • Mentoring • Coaching • Project team work • Staff interviews • Training workshop • Participating observation • Learning App 	<ul style="list-style-type: none"> • Presentation, Event • E-Learning • Workshop • Seminar • Behavioral training • Role play • Case study • Group dynamic training • Teambuilding

In addition to new, innovative approaches such as Lego® Serious Play® the training also...



...introduces you to proven psychometric methods and their possible applications.

Using psychometric procedures correctly		
Instrument	Power-Potential-Profile®	Jobfidence®
Focus	Personnel Development / Potential Check	Personnel Selection / Assessment Center
Content	Three aspects measured: Personality (JPP: Preferences according C.G. Jung) Attitude (MDA: Power-Responsibility-Relation) Behaviour (FSL/FSS: Self and external perception) Measurement of personality, leadership, sales, social competencies	Six aspects measured: Adaptive Intelligence Analytical Intelligence Flexibility Motivation to perform Stress Stability Persistence in pursuing goals Measurement of cognitive factors and social behaviour
Process	Filling in an online questionnaire by self-assessment and optional external assessment (360-degree feedback)	Solving of tasks and answering of questions with time specifications according to standardized PC-supported procedures, according to DIN 33430
Feed back	Four-eye-feedback for validation with development impulses	Four-eye-conversation with explanation of results
Further work	Use in coaching, in personnel development, in leadership or sales training for individual development	Recommendation for the fit to the target position according to the traffic light principle plus notes on self-management and management instructions