

Organizational Consulting I

We consult business owners, CEOs and the HR management on diverse objectives related to engagement and performance. Starting with an intense assessment analyzing the situation from a meta-perspective we use specific ‚state of the art‘ tools and techniques to enhance business performance.

Our organizational consulting offers:

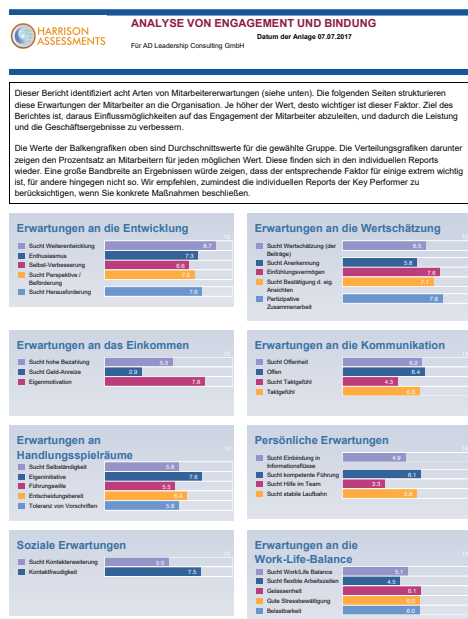
▪ Retention & engagement consulting

The following questions are highlighted:

- What do employees really need to do their jobs with full engagement and motivation?
- Does the actual company culture encourage and promote the employees‘ engagement?
- Which success critical changes are necessary to develop the employees‘ engagement and motivation; and which are necessary to enhance the company performance?

Project case:

After a change process managers and employees of an IT department had new roles. At the same time a new leadership concept applied. A Harrison Assessments analysis showed the actual challenges and needs of the personnel in this situation.



Organizational Consulting II

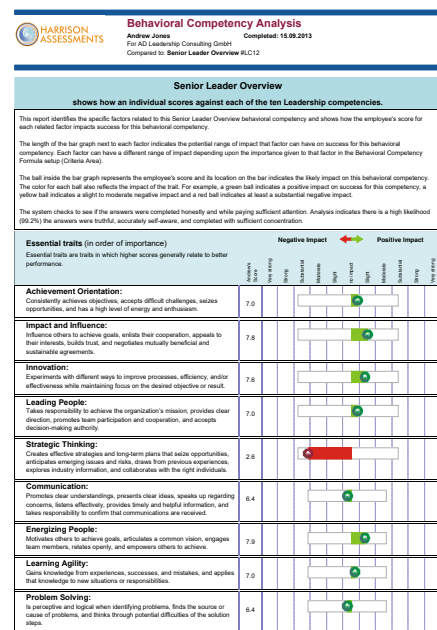
▪ Roll-out of the leadership culture

Companies request consulting support on the following objectives:

- Which leadership culture do we need to lead different generations successfully in light of our business challenges?
- What are the leadership competencies managers and executives need to successfully manage these challenging times?
- How do we create the right mindset to enhance growth and further business success?

Project case:

After developing a specific leadership competency model, a leadership assessment was made. Strengths and potential became obvious. Through a focussed development process managers have been trained and potential has been released.



Organizational Consulting III

■ HR Assessment Consulting

The following questions will be answered:

- How do we select suitable candidates with a high engagement motivation for our company culture?
- Which assessment process ensures top quality and at the same time reduces effort and cost?
- How can a targeted onboarding process ensure a quicker start of a new employee?

Project case:

Selection of suitable trainees for a management trainee program. Both, the Quantitative Critical Thinking (QCT) Test and an appropriate, adjusted job profile were used to prepare the individual assessment interviews. Using the Behavioral Event Interview technique and the QCT test results, the process was realized efficiently and to high quality standard.

