

Executive Impact Assessment



Our customised analysis assesses both the competencies and the personality of senior leaders in the context of your company. This enables us to identify where the organisation will benefit immediately and where targeted investments are required to enable senior leaders to realise their full potential. Our approach therefore provides a comprehensive understanding of the expected impact of senior leaders in the context of your company.



Our process includes targeted assessment elements and is based on a scientifically sound analysis. Combined with a bespoke competency model, these are specifically tailored to the context of your company and your individual needs. In addition to interviews, business cases and references, we work with Hogan Assessment and People Test Logic.



We will provide a reliable basis for decision making that identifies the specific skills, behaviours and development areas of senior leaders in your business context. We take into account the business strategy, the respective role and the company culture.

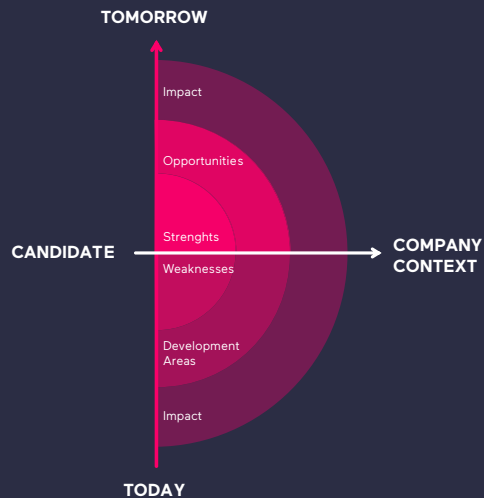


You will receive a detailed evaluation analysis and a specific investment plan to maximise effectiveness. We will identify what immediate impact can be expected from the candidate and where potential investments are needed.

WHAT MAKES US DIFFERENT

Rather than asking the traditional assessment question "How good is person X"? our question is: "How good is person X in context Y?"

Our Analysis



Process Overview

Context & Competence

In-depth understanding of company context and role to determine competency model



0,5 day

Ability & Potential

Conduct Hogan Personality Assessment and People Test Logic



1 day

180° Analysis & Business Case

Interview and validation of test results, adding any relevant topics if necessary



1 day

Evaluation & Recommendation for Investment

Concrete measures for a tangible investment plan to ensure success



1,5 day

Use Cases

- Recruitment of new candidates
- Internal promotions
- Organisational changes
- Succession Planning
- Management audits
- M&A Processes

References



Stefan Grimm
cadooz
Managing Director

“ In addition to the professional development, we firmly believe that the personal development of a senior executive is becoming increasingly important. The Executive Impact Assessment has led to constructive self-reflection and the quality of the work results has improved. As a consequence, “change” has become an integral part of our executives' career planning.”



Roman Goldner
DFL
Senior HR
Business Partner

“ The development and individual growth of our employees is very important to us. With the help of the Executive Impact Assessment, we were able to successfully assess the potential of an internal candidate when filling a vacancy and to offer him a career opportunity on this basis. This kind of decision support was of great help to us.”

Your Contacts



Maria Baek Andersen

Maria has more than a decade of experience in international executive search, executive assessment and management development. She is a certified coach and has worked across multiple industries and markets with a clear focus on building bridges between people, culture and strategy.
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Stephanie Frank

Stephanie is a Senior Consultant with many years of experience in cross-functional and cross-industry executive search, assessment and HR. As a certified coach, she brings a systemic perspective and a strong sense for people and situations.
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The fee for the entire Executive Impact Assessment process is €10,000. Contact us for a personal consultation and we will provide you with a customised offer.