

## CASE STUDIE BANKING

### GOAL:

- Quality assurance of core competencies of existing and new high potentials on director and managing director level

### SOLUTION:

- Identification of specific success factors
- Introduction of behavioural assessment processes
- Development of tailor-made simulation scenarios
- Differentiation between management, specialist and client tracks
- Integration of evaluation processes into the overall human capital management
- Ongoing alignment and active involvement of internal stakeholders and decision makers
- Continuous quantitative and qualitative evaluation of own approach and effectiveness
- Consequent optimization of process steps and content to ensure cost efficiency
- Collaboration with international subject matter experts and partners
- Establishment and integration of an internal Center of Expertise

### ENGAGEMENT

Joachim Hübner supports the bank since 2003 in different areas and roles, especially as developer of assessment scenarios and simulations, as accredited lead assessor in senior and executive assessments, as designer of training modules for the internal business school and as 360°-Feedback facilitator

### BRANCH

Banking

### REGION

Switzerland