

CASE STUDIE HAPAG-LLOYD

GOAL:

- Identification of international leaders with upper management career potential

SOLUTION:

- Identification of “critical incidents” by engaging both headquarter and regions
- Target focused alignment of nomination process
- Initial introduction of Assessment Centers with tailor-made, business related task for international target group
- Change of orientation and method (DC) to foster internal learning, motivation and commitment
- Training and knowledge transfer on psychological observation and evaluation processes
- Explicit exchange and consensus building on future business challenges and desired corporate culture
- Transfer of leadership insights into daily business

ENGAGEMENT

14-year international engagement of Joachim Hübner as process designer, facilitator and consultant including involvement of specialist network partners

BRANCH

Logistics, Container-Shipping

REGION

Germany, Italy, USA, Singapore

“I got to know Joachim’s open-minded and interested personality as he interacted eye to eye with our managers and development centre participants of all backgrounds and levels of responsibility. In his work he distinguished himself through his prudent, clear and energetic approach. His conclusions and analysis were always extremely accurate. In particular, I value his intercultural experience, and his ability to develop understanding for differing perspectives and interests and balance these in constructive dialogue. His integrity and responsible attitude is very much esteemed within our company.”

Peter Hertz, Senior Director Corporate Human Resources, Hapag-Lloyd AG