

CASE STUDIE SKZ - Das Kunststoff-Zentrum

GOAL:

- Job-Person-Culture-Fit of internal staff during restructuring phase and external identification of branch manager

SOLUTION:

- Analysis of central future challenges to identify suitable processes and instruments
- (Pro-)Active communication regarding intention and purpose of initiatives to provide orientation and security
- Ongoing and direct participation of general management to demonstrate board priority on staff development and to provide a neutral, fresh view aside existing day-to-day evaluations
- Design and implementation of Development Centers for internal staff and managers
- Use of a short format and by-and-large existing instruments and online-tools to optimize costs and resources
- Design and implementation of individual assessments to provide a "second opinion" on branch manager applicants

ENGAGEMENT

Joachim Hübner supports SKZ since 2018 in their employee development and assessment initiatives

INDUSTRY

Synthetic materials industry, research, education

REGION

Germany

"For us as midsize enterprise group, we entered new terrain with the use of assessments and development centres. Joachim Hübner introduced us highly professionally into this field. He was very responsive to our specific requirements and designed a both efficient and meaningful procedure. The quality of the results definitely topped our expectations. We especially appreciated the hands-on and clear development recommendations for our staff, offering us solid support and personal advice for our personnel career decisions. Our staff really valued the neutral and accurate feedback on where they stand. The verbal and written language was easy to understand for non-psychologists too."

Dr. rer. nat. Thomas Hochrein, Managing Director, SKZ - Das Kunststoff-Zentrum