

Nadja Henrich: Sparring partner for executives on equal footing

Executive Coaching. Personal diagnosis. Führungskräfteentwicklung.

Support in the DACH region · online and in person

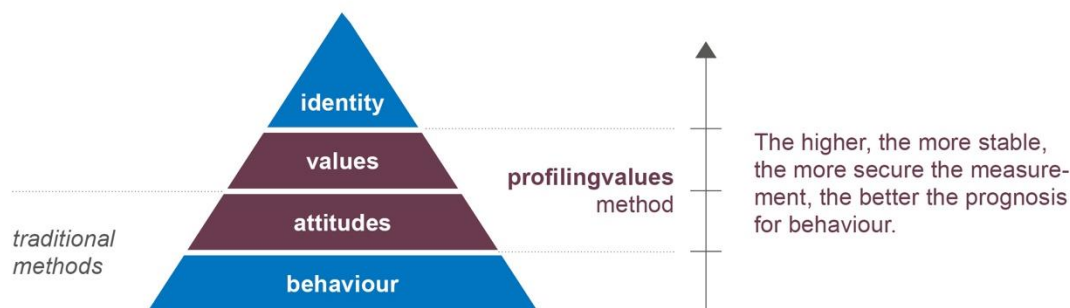


Fill key positions effectively. Access potential in a nuanced way.

What is profiling values?

Meta studies have shown that scientifically validated procedures provide **additional value** in recruiting processes and personnel development. Many of them, however, only measure behaviour and attitudes, are manipulatable and cost a lot of time. Furthermore, they only map a static profile of the person.

The **potential analysis profiling values*** uses a value metric method, which goes beyond behavioural tendencies. Unlike behaviour, values are deeply entrenched in a person. They also influence behaviour therefore a good understanding of a person's values enables a better prognosis of their future behaviour.



***profiling values** is based on the **value psychological scientific approach** of Professor Robert S. Hartman, who focuses on evaluating by giving meaning. He is the main representative of value science and the founder of formal axiology (mathematically exact value science). Robert Hartman died in 1973, the year he was nominated for the Nobel Peace Prize.

Profiling values at a glance

- An innovative potential analysis, which maps the personal value system of a person.
- Ultimately, it points out one's fundamental personality traits and competences their **degree of ability** and their motivation to use these abilities.
- The test method is **extremely efficient** and can be carried out in about 20-25 minutes.
- Profiling values is **scientifically substantiated** and **cannot be manipulated**.
- A feedback conversation and discussion of results take place via videocall or phone.

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Personnel selection

- You recognize applicants' skill levels and motivation – beyond their qualifications on paper.
- You can refer to strengths and weaknesses of applicants in the interview purposefully.
- They objectify gut decisions, even for internal candidates with personal connections.
- **You make safe personnel decisions and protect your money!** The costs of failed recruitment are estimated to be 85% of an employee's annual salary should they leave the company within the first year.
- **Typical occasions:** filling management positions. Selection of key personnel, internal succession decisions, company succession.

Leadership development

- You receive a well-founded assessment of your employees, on the basis of which you can develop and promote them in a targeted manner, with the option of evaluation.
- **You utilise the potential of your leaders in the best possible way.**
- **Typical occasions:** preparation for new management tasks, promotion decisions, development planning, reflection on one's own leadership role.

Why you should work with me?

- Sparring partner and executive coach (senior coach DBVC and IOBC) with more than 20 years of leadership, expert and organisational experience
- **More than 1,500 personality profiles evaluated – diagnostic expertise that has grown steadily since 2012**
- Many years of management experience as market area manager, division manager and member of the extended management team
- Over 10 years of HR expertise in organisations – with a deep understanding of personnel decisions, potential and organisational dynamics
- **Languages:** German and English
- **References (excerpt):** ageneo Life Science Experts, Bausch+Lomb, Bausch+Lomb Swiss, Besins Healthcare Germany, Continentale Versicherungsverbund, Elektrizitätswerke Reutte, FOKUS7, Hieber, Interflex Datensysteme, SimonsVoss Technologies.

Please contact me – I look forward to speaking with you.