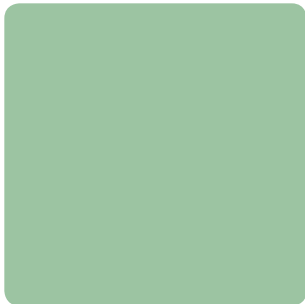
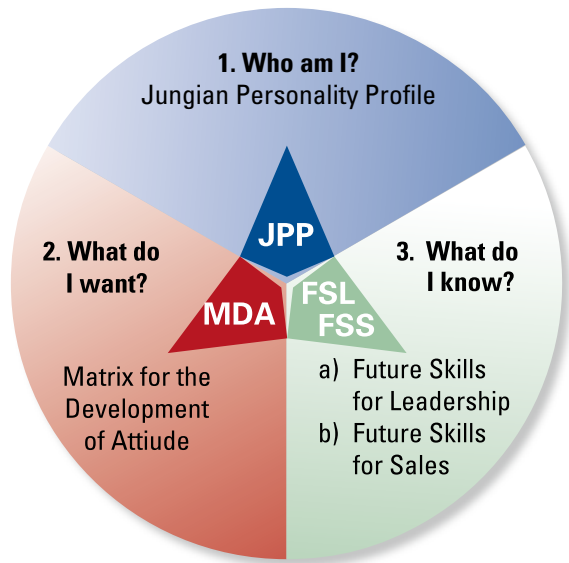


The Power-Potential-Profile®



Successful leadership
Sales performance
Strong teams

What is the Power-Potential-Profile®?



Power-Potential-Profile®

The Power-Potential-Profile® is a multidimensional and fast-acting analysis of potentials for use in coaching, training and team development.

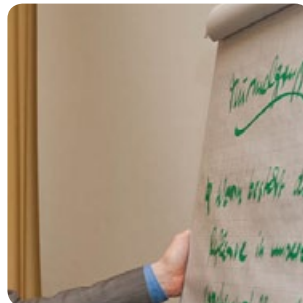
Three elements are measured:

- The personality structure
- Own attitude to one's professional role
- Competencies for leadership or sales and distribution.

The Power-Potential-Profile® is excellent for use in personnel development. The analysis has a sound theoretical base and produces valid, informative results that can be applied in practice.

The results can be used to provide people or teams with individual development tips that rapidly trigger lasting positive developments.

The Power-Potential-Profile® is always combined with specific consulting, coaching, a seminar or a workshop. This ensures that the results are correctly interpreted and implemented to produce positive developments.



What are the benefits of the Power-Potential-Profile®?

1. Coaching for managers

- Recognise typical strengths and risks quickly
- Determine fields for further development
- Optimise leadership performance

2. Development of management potentials

- Reflect on your own attitude to leadership
- Become aware of future leadership role
- Gain guidance for expanding competencies

3. Career advice

- Obtain specific recommendations for development
- Describe career paths appropriately to your own strengths
- Recognise new opportunities and paths

4. Team development

- Understand the dynamics of your own team
- Elaborate team profile and consequences
- Optimise co-operation and effectiveness

5. Sales and distribution performance

- Enhance sale competencies
- Recognise potentials for optimisation
- Become more effective at persuading customers

6. Communication

- Make yourself aware of your own traps in discussions
- Adapt optimally to the person you are talking to
- Broaden your communication strategy

7. Training, mentoring, coaching

- Expand your own training and coaching skills
- Recognise and take account of different learning styles
- Increase learning effects



What do customers say about the Power-Potential-Profile®?

“During my coaching process the Power-Potential-Profile® from flow consulting showed me how I can position myself even better as a manager. It became clear to me how I can expand my strengths in a way that suits my personality. I now have a broader repertoire of leadership activities. As the person responsible for more than 1,000 employees, I am now much more able to assess my managers, which helps me push forward the development of team-oriented production in my area.”



*Cornelius Surkamp, Head of Manufacturing Operations Common Rail Injectors, Bamberg Plant, Robert Bosch GmbH, Germany
www.bosch.de*



“The Power-Potential-Profile® is a valuable coaching and consulting instrument, both for managers who are new to their posts and for very experienced managers already familiar with other personality tests. In my work I particularly value its flexible application.”

*Alexa Götte, Central Personnel Development Manager, Waldburg-Zeil Hospitals, Germany
www.wz-kliniken.de*

"We used the Power-Potential-Profile® from flow consulting as a feedback instrument for our 24 Key Account Managers. The successes are already obvious only one year after implementation. Our sales performance has greatly improved."



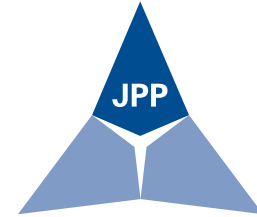
*Thorsten Schuckenböhmer, Head of Key Account Management, Vergölst GmbH, Germany
www.vergoelst.de*



"As head of human resources, I personally have benefited greatly from extensive use of Power-Potential-Profile® assessments. The informative profile documents – for various employees at all levels of the hierarchy who are looking for positions – are of huge benefit and have been enthusiastically received. I can really recommend the tool most warmly and I now use it regularly."

*Nathalie Imhof, Senior HR Business Partner,
Lonza AG, Switzerland
www.lonza.com*

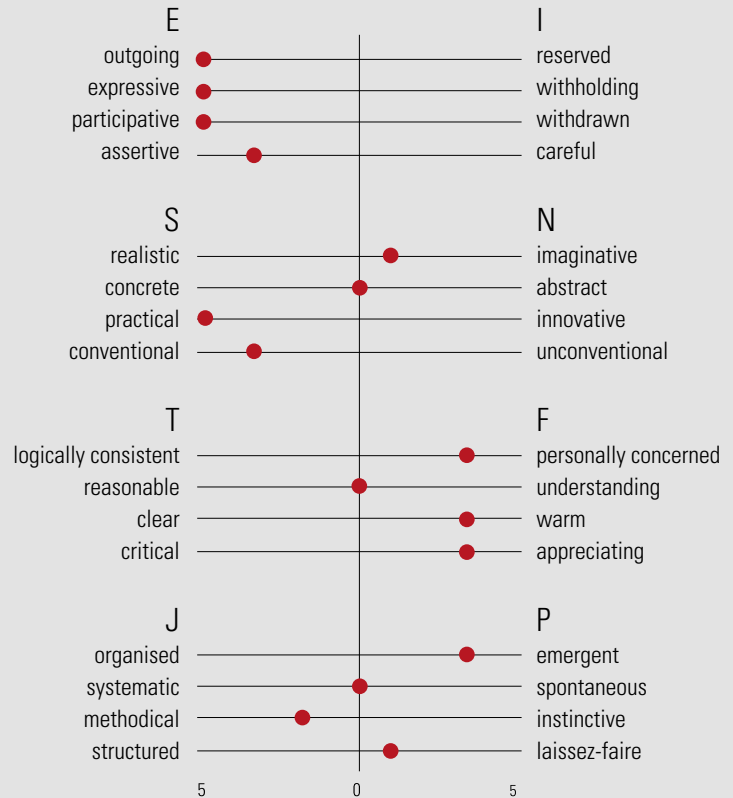
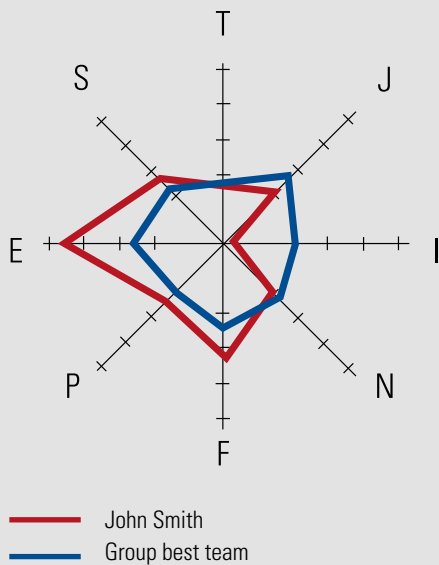
What do the results of Power-Potential-Profile® look like?



Module 1: Who am I?

Jungian Personality Profile (JPP)

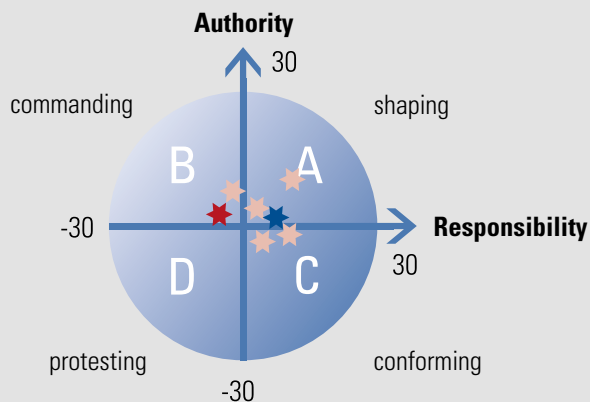
Specimen JPP: individual result in a group comparison



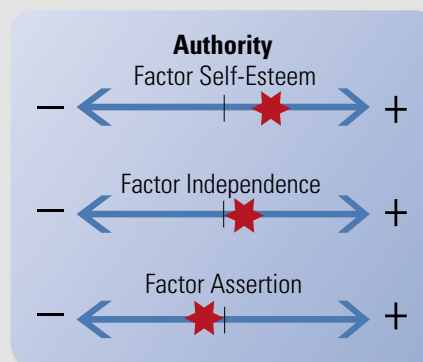
Module 2: What do I want?

Matrix for the Development of Attitude (MDA)

Specimen MDA: individual profile and group presentation



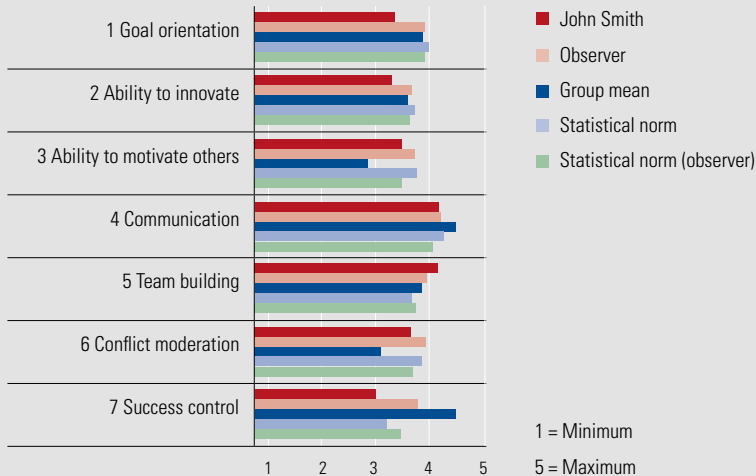
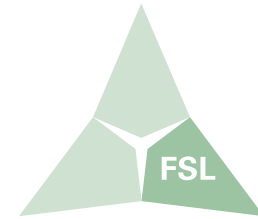
- ★ John Smith
- ★ Mean value group best team
- ★ Group members



2

Module 3a: What do I know? Future Skills for Leadership

Specimen FSL: individual evaluation with assessment by others



1 Goal orientation

- Define goals
- Communicate goals

2 Ability to innovate

- Identify the need for innovation
- Promote innovation

3 Ability to motivate others

- Create an encouraging environment
- Motivate oneself and others

4 Communication

- Promote information flow and exchange
- Seek dialogue

5 Team building

- Adjust to others
- Show willingness to compromise

6 Conflict moderation

- Recognise conflict
- Mediate, moderate, reconcile

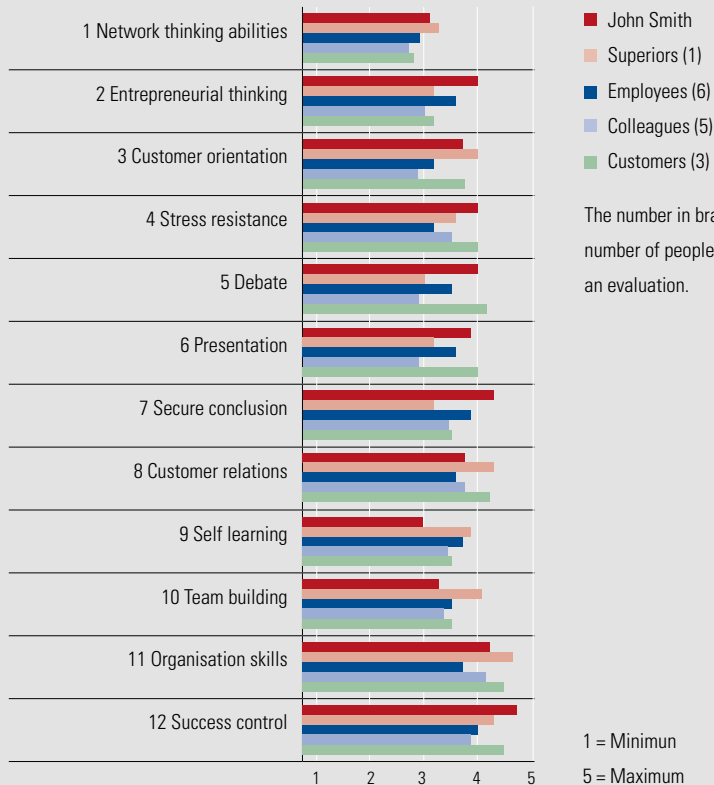
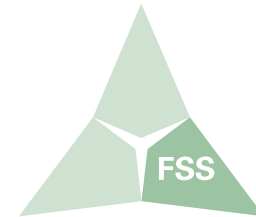
7 Success control

- Maintain focus on results
- Screen achievement of goals

Module 3b: What do I know?

Future Skills for Sales

Specimen FSS: 360-degree feedback with bar chart



- John Smith
- Superiors (1)
- Employees (6)
- Colleagues (5)
- Customers (3)

The number in brackets indicates the number of people who have submitted an evaluation.

1 = Minimum
5 = Maximum

Personality

- 1 Network thinking abilities
- 2 Entrepreneurial thinking
- 3 Customer orientation
- 4 Stress resistance

Sales communication

- 5 Debate
- 6 Presentation
- 7 Secure conclusion
- 8 Customer relations

Self management

- 9 Self learning
- 10 Team building
- 11 Organisation skills
- 12 Success control

3b

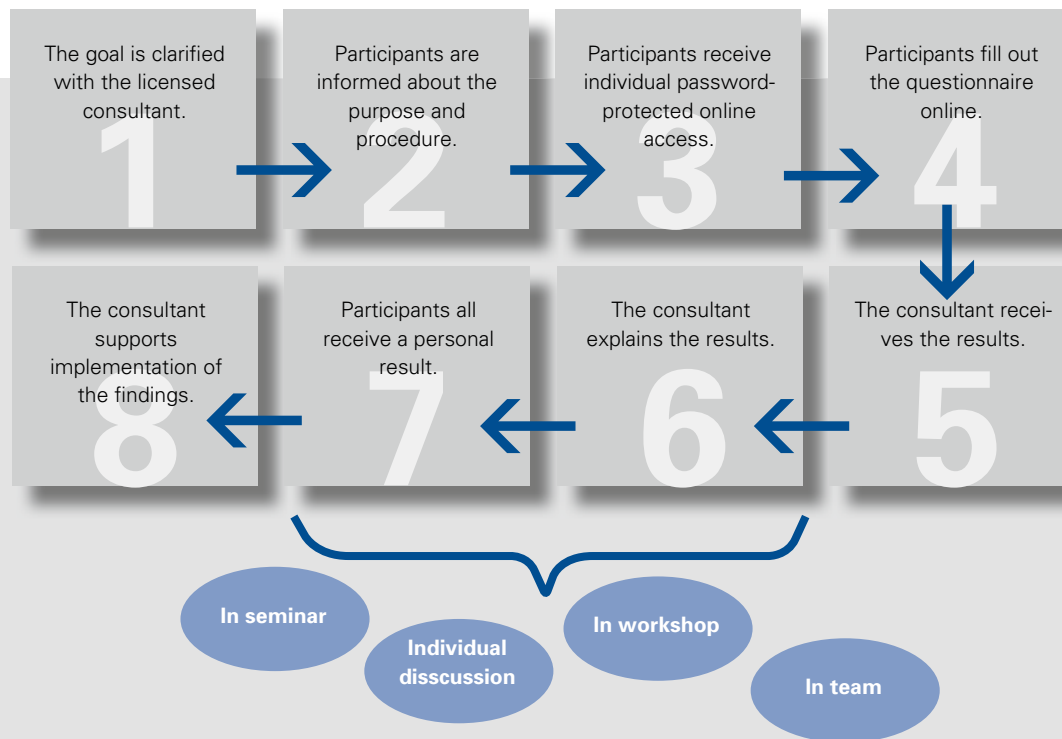
What is the procedure for using the Power-Potential-Profile®?

The Power-Potential-Profile® is available in three languages: German, English and French.

The modules can be booked individually or in combination, depending on the purpose. We can also include modules tailored to individual customers.

The Power-Potential-Profile® is always applied by experienced, licensed consultants, trainers or coaches.

Internal or external consultants, trainers and coaches may apply to be licensed. We will be happy to inform you about the options and requirements.



Where can I find out more about the Power-Potential-Profile®?

www.PowerPotentialProfile.de

On the website www.PowerPotentialProfile.de you will find examples, studies and the list of licensed consultants.

Führungs-Kraft

The book "Führungs-Kraft" by Dieter Kannenberg and Matthias Diederichs provides exercises and checklists for optimising your individual leadership style using the Power-Potential-Profile®.

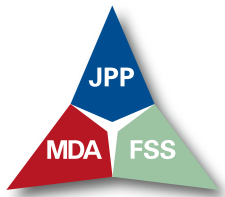


Handbuch der Persönlichkeitsanalysen

This handbook contains 28 pages describing the Power-Potential-Profile®.



We will be happy to inform you personally.



Power- Potential-Profile®

Your Benefits

- Professional instrument for your personnel development
- Triple feedback (personality, attitude, competencies)
- Lasting development stimulus
- Applicable to many target groups
- Can provide 360-degree feedback
- Easy to use online
- Customised version available on request

You can find a list of licensed consultants and further information on the Internet, at

www.PowerPotentialProfile.de

Power-Potential-Profile® is a registered trade mark of flow consulting gmbh.

© flow consulting gmbh 2015

Your Power-Potential-Profile® consultant:

Available in three languages:

- German
- English
- French

