



Potential Evaluation Program for Management, Sales and Staff



Selection, development and 360° feedback.

Does your company have the right people
to realize your strategy?

Based on our extensive and longstanding experience
- developed by HR experts for HR experts.

In an environment of global competition companies want to be more productive, faster, better, more efficient and more innovative than their competitors. To attain this, and remain successful in the future, companies urgently need to make the best possible use of the potential of their employees.

The Potential Evaluation Program PEP delivers remarkably precise descriptions of the backgrounds for success and failure of Managers and employees in different functions.

PEP is effective, and the instrument can be deployed multilaterally for the identification and the development of the competent staff that every company needs for a successful future.

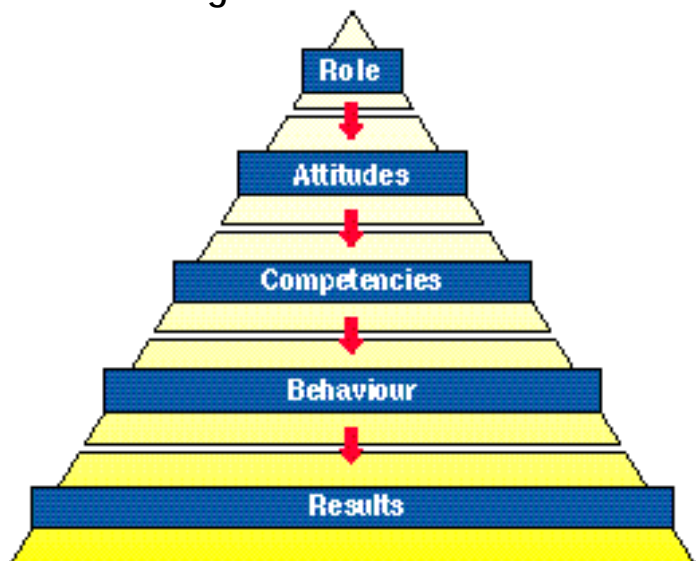
PEP FOR YOUR COMPANY

PEP is an expert system with an adaptive catalogue of questions for:

- **Management** (Top and First Line Management, Project Leaders).
- **Sales representatives** (internal and external).
- **Employees** (with and without customer contact).



Successful persons differ from less successful persons concerning:



PEP compares the role understanding, success relevant attitudes, basic competencies and behaviour attitudes with especially successful persons of the same professional group.

PERSONNEL DECISIONS WITH PEP

Are the right persons in the right positions?

- Relevant, precise and easy-to-understand statements become immediately available
- Validate your own perceptions.
- Take decisions with more certainty. Reduce misjudgements.
- Our interview guide. Helps you to lead interesting conversations.



- Small investment of time.
- Scientifically validated results are immediately available.
- Profiles of job requirements are adaptable specifically to the function in question.
- Mini-PEP for efficient preselection and screening procedure.

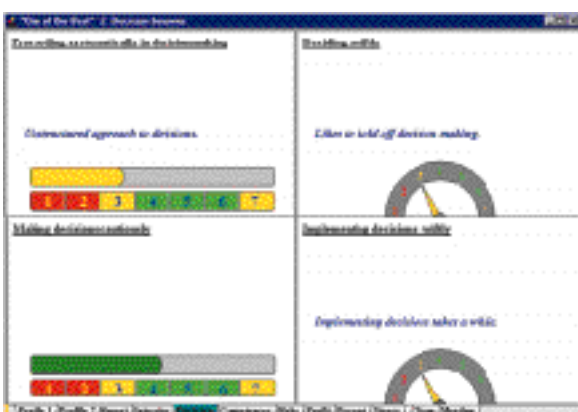
INTERVIEW GUIDE



10 SUCCESS FACTORS FOR MANAGEMENT



DECISION BEHAVIOUR



ROLE UNDERSTANDING



PERSONNEL DEVELOPMENT WITH PEP

Do the right persons get the right development measures?



- Systematically assess basic competencies and assess development needs.
- Training modules for a focussed enhancement of competencies for every function.
- Checklists for self improvement.



Technical aspects

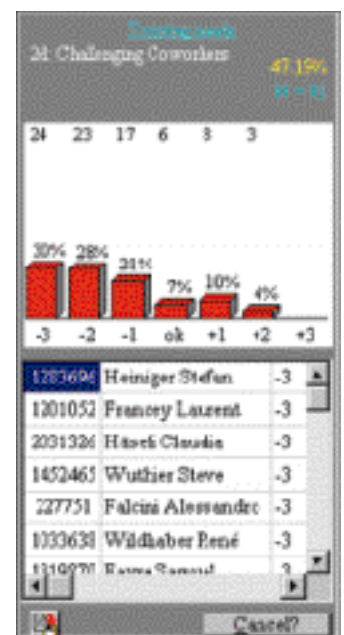
- Central or decentral installation in seconds on every PC.
- Multi protected access to evaluations (password and hardware key).

PEP for H.R. experts

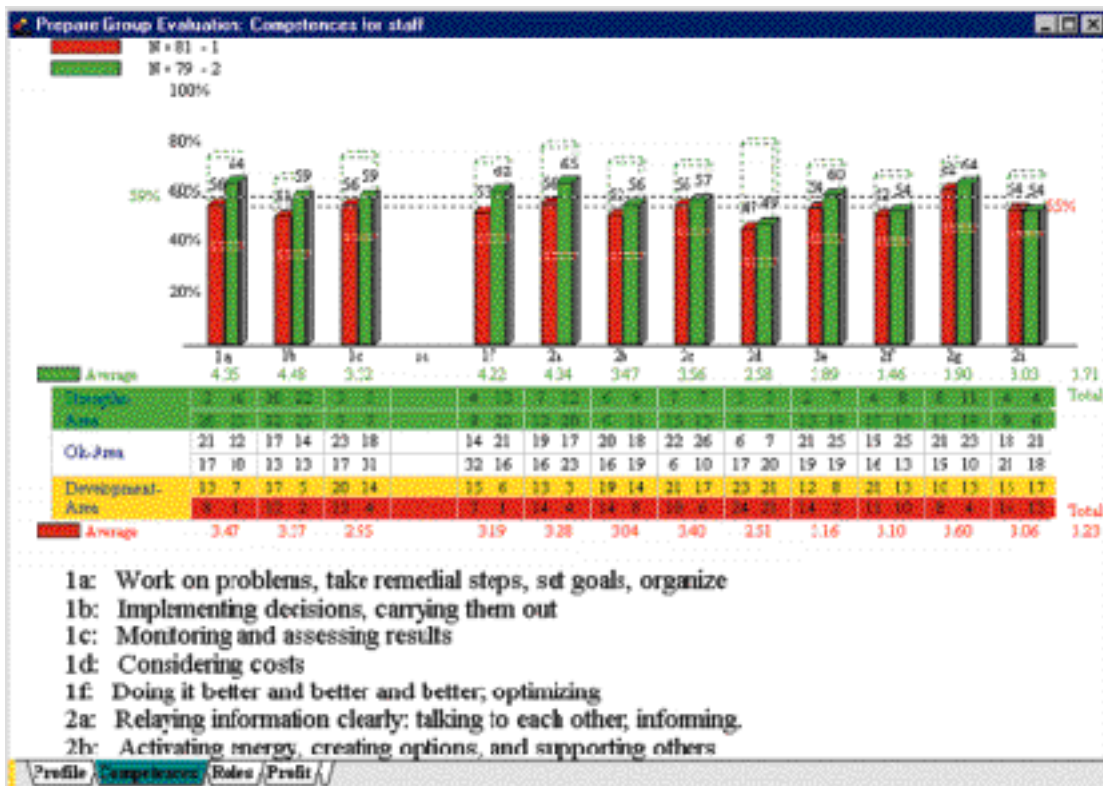
- Assess the development priorities of the company.
- Compose training groups.
- Planning of internal and external training.
- Simple seminar administration through data transfer (*.txt, *.doc, *.xls, *.ppt).

Training levels

2d	Challenging Coworkers	47	251
1e	Monitoring and assess	56	293
2b	Activating energy, crea	52	304
2i	Dealing with Ground Ri	54	306
2f	Positive Contact withC	52	310
2e	Cooperating with Other	54	316
1f	Doing it better and bet	53	319
2a	Relaying information d	56	328
1b	Implementing decisions	51	337
2c	Resolving Conflicts	56	340
1a	Work on problems, tak	56	347
2g	Preventing Intrigues	62	360
1d	Considering costs	64	389



TRAINING EVALUATION AND CONTROLLING: BEFORE AND AFTER COMPARISONS FOR COMPETENCIES



- Check the efficiency of development measures.
- Customize development measures.
- Augment the efficiency of the personnel development function.
- Reduce development and training costs.

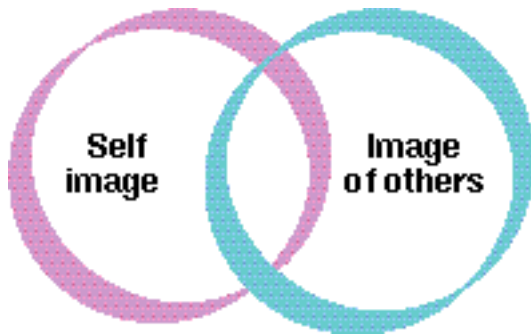
PEP DELIVERS INDIVIDUALISED TRAINING MANUALS TO THE FOLLOWING SUBJECTS:

- **Competencies:**
 - Task management
 - Behaviour management
- **Stress behaviour:**
 - Stay calm in demanding situations.
- **Conversation behaviour:**
 - in meetings
 - with customers
- **Team behaviour:**
 - 7 Success factors

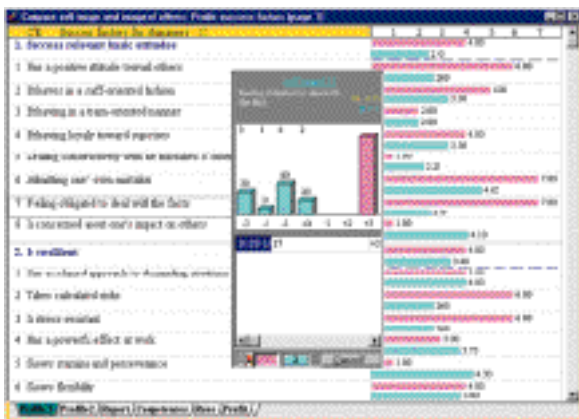


360° - FEEDBACK WITH PEP

Does your company have an adequate 360° feedback culture?



360° COMPARISON SELF IMAGE / IMAGE OF OTHERS



- Evaluate yourself and others realistically.
- Compare self image and image of others (superiors, colleagues, co-workers).
- Promote self understanding and self improvement. Optimize the effect on others.

COMPARISON SELF IMAGE WITH GROUP OF IMAGE OF OTHERS



COACHING WITH PEP

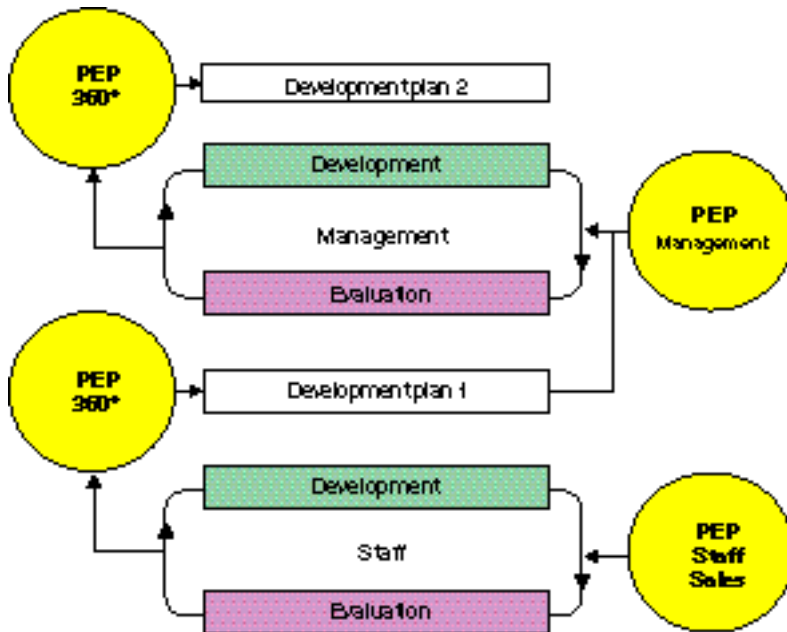
Do the right people profit from reliable and effective coaching?

- Modelling the best: Identify strengths, agree on development measures, improve.
- Clarify professional role understanding.
- Train the ability to change perspectives and a general win-win attitude.
- Focus on eliminating performance gaps.
- Coach key people effectively and professionally.



CAREER WITH PEP

Are the career decisions prepared for and taken professionally?



- Identify "High potentials" and co-workers for sales positions.
- Align abilities/competencies and job requirements.
- Determine career goals.
- Agree on development plans.
- Check development progress.

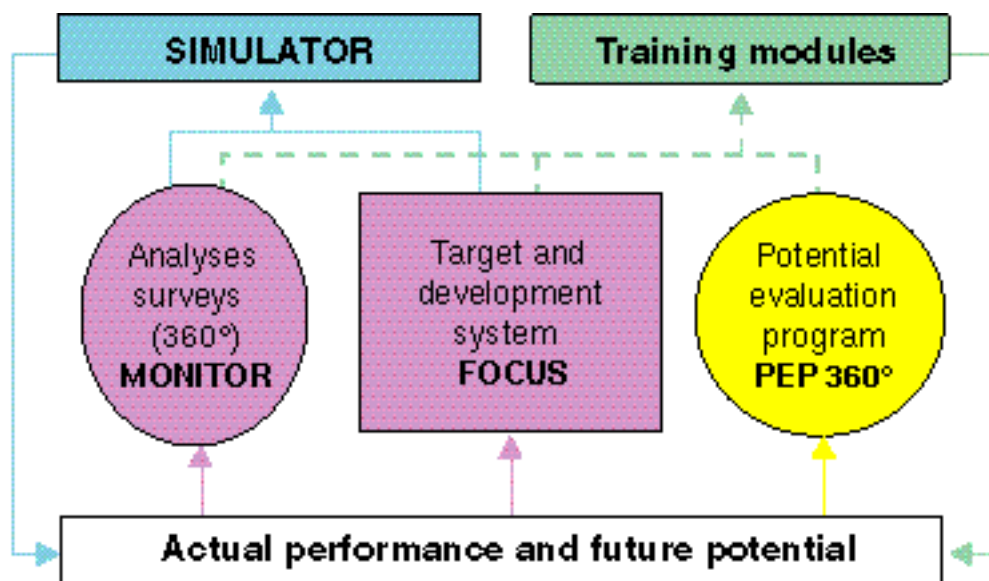
PEP IN THE OVERVIEW

PEP supports you to

- bring the right people into the right positions (selection).
- offer to the right people the right development measures.
- implement a 360° feedback culture.
- coach key people effectively and professionally.
- prepare career decisions in time.

PEP helps to discover people potential, to specify development measures, to focus development measures and to check their efficiency in improving performance and behaviour for future success.

is a global company that has been specializing in analysing managers, sales consultants and co-workers for more than 10 years. Besides this we study critical factors that make the difference between successful persons and less successful persons considering their professional selfunderstanding, their attitudes, competencies and behaviours in certain situations. The result is a concept for integrated, vision oriented personnel management with innovative tools for the evaluation, development and leading of individuals, groups and organisations.



We are an international group of trainers, consultants, coaches, HR and IT experts.

Our customers are companies from all sectors and sizes in the western hemisphere.

Our Partners are recognised and qualified independent consultants and human resources specialists, who guarantee the service and support on the spot.

Our products are the result of long-term partnership with our clients and partners. They continue to be developed further.

For further information please visit our website at www.imde.net or contact us at: