

# PERSO-CONSULT

Fishing for Competence

There is a solution for every problem



**Personnel Services**

**Training**

**Coaching**

## Personnel Services – What does this include?

We are a team of personnel consultants, recruiters and trainers, with extensive expertise born of years of experience.

We can relieve you of the time-consuming task of finding the staff you need. We will locate the best talent for your needs. And from this talent pool, you can then choose the applicants you wish to hire.

It's our job to find the best minds and the unique character traits needed for the positions you want to fill in your company.



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## The Benefits for You

- You save valuable time and avoid unnecessary work, leaving you free to concentrate on the essentials of your own business.
- You are spared the tedious process of sorting and screening a large number of job applicants and choosing possible candidates from numerous job applications.
- You can relax in the confidence that your personnel search is in professional hands. At the same time, the final decision is still yours.
- Absolute discretion
- Our access to national and international personnel networks further enhance your chances of locating the best possible candidates.
- Transparency – You are fully informed and can intervene in the selection process at any point.

## **Headhunting: Echo-sounding enables targeted search for quality fish**

### **Headhunting**

As corporate executive or personnel manager – it is your job to choose the right staff for open positions in your company, and nobody can take responsibility for that final decision away from you. However, locating possible candidates to meet your needs on the open market can be a difficult and time-consuming process.

This is where professional headhunters can help.

### **Your personnel job market radar service**

Today's market is an over-abundance of job applicants. This is great for employers, but it also makes it difficult to find the right candidates for your company.

Our services are like a selective radar scanner for the job market, built on excellent contacts, insider sources, expert interviews and long experience. We are always up to date on the job market situation.



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### **Our Approach**

We begin by developing a detailed list of requirements. This also incorporates the principles and corporate philosophy of your company, and other industry requirements, as well as the requirements specific to the position you want to fill in your business area.

This list is the map we use to find suitable candidates for you.

## **Our Personnel Search Team**

We can draw on the resources of a reliable and experienced team of partners for the search process. Working together we are able to locate the right candidates quickly and with a high degree of accuracy.

## **We take the load off your shoulders**

We don't need to tell you how many people are seeking employment at the moment. Every day the job applications pile up on your desk and your email in-box.

## **The application process has become a time consuming-marathon**

Our candidate pre-selection and filtering liberates you from this time-consuming phase of the process. This enables you to concentrate on what is really important, choosing the best candidates form a short list that meets all your requirements.

## **Pre-selection and Filtering**

We constantly sound out the market, post precisely-defined job position requirements and monitor applicant hotlines.

In an ongoing, systematically-planned process, we separate the "wheat from the chaff".

We make sure that every applicant puts his or her cards openly on the table, so that we really offer you only the very best, pre-vetted candidates for final selection.

After we have done the preliminary work you can then choose the best candidates at your leisure.

## Our Rigorous Personnel Selection Process

„We have enough critics. What our age needs are men who inspire us”.

*Konrad Adenauer*



### **An Eye for Detail**

The candidate should be both a gifted individual and someone who can work well in a team.

Our selection process takes every detail into account. We look behind the façade to discover what is there.

We sift through the candidates until only the very best remain.

### **Bringing Light into Darkness**

It goes without saying that we take plenty of time for the interviews. More importantly, we also take the time needed to shed light on the candidates' less immediately obvious attitudes and character traits because everything can be relevant.

The applicant must be able to integrate successfully into the social and cultural environment of your company.

In our process of looking more deeply into an applicant's capabilities, we utilize the advanced psychological techniques of NLP (Neuro-Linguistic Programming) to conduct structured, competency-based interviews.

This enables us to uncover hidden strengths and weaknesses and deliver a solid, accurate candidate profile.

## Green Light for the Best

### **A.M.P.E.L.**

We use the Kensok A.M.P.E.L. method (the acronym means „traffic light“ in German) to evaluate the applicants' personal values and motivations, based on the role that you have defined for your candidates.

This approach enables us to assure with certainty that the candidate's personal value system harmonizes with your corporate culture.

We evaluate the fit of a candidate's personal values and motivation factors with the role. This permits us to make an accurate evaluation of the individual for the specific position.

### **NLP**

Neuro-Linguistic Programming, or NLP is a set of highly-effective psychological tools and interpersonal communication techniques that were originally developed in the United States in the 1970's.

The powerful tools of NLP enable us to discover qualities of candidates that would not normally become apparent in traditional job interviews – including subconscious opinions and attitudes that can be very relevant to their performance in your company.

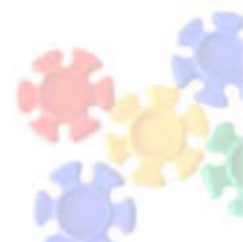
NLP provides dependable tools for determining with confidence whether a candidate is suitable for your company and has what it takes to be successful in your corporate culture.

### **Structured, competency-based interviews**

The most successful candidate is one who has already successfully demonstrated his or her abilities, especially in situations demanding similar skills.

To determine this, we have developed what is called “behaviour-based interviews“, in which we can compare the applicants' previous experience with the requirements of the available job opening.

This permits two things: Firstly, we are able to determine whether the candidate will be successful in the job. And secondly, we are able to clearly differentiate between many capable candidates to find the most suitable ones for your needs.



## Our Principles

- Discretion and trust are the foundation of our business.
- We work hard to learn about your company, your management principles and your corporate philosophy so that we can find the most suitable candidates for you.
- We strictly observe all privacy, confidentiality and data protection regulations and legislation.
- We ask a fair compensation for our services.
- We offer follow-up care and support to assist with the successful integration of your new employee in your company.
- No „poaching“ – once you are our client your employees are strictly off-limits as candidates for other clients.
- We offer long-term cooperation based on mutual trust.
- Choosing the wrong candidate for the job costs you time, money and nerves – we relieve you of the burden and take the time for exhaustive interviews and screening using our effective personnel selection tool.

## The Eyes of Laughing Children: Donation to UNICEF

„Good things don't just happen. You have to do them”.  
*Erich Kästner*

We donate a percentage of all our revenues to UNICEF, the children's assistance of the United Nations.

Why do we do this?

Because we believe that the future of our planet lies in the hands of our children and that positive action is needed to change the world for the better.

As individuals and as a company we wish to foster positive growth and to create better opportunities and a better life for the children of the world.

Our clients also support this policy – the prices for our services are just as competitive as those of our competitors, and they can make a positive contribution at the same time.

**You can help to reach our goal of 30 000 Euro for UNICEF**



## **Our Team**

### **Carola Frank**

After studying German and sports education at university Carola spent a number of years working in adult education and consulting at a variety of educational institutions before joining an international publishing and consulting company.



She has been self-employed since 1994 as a trainer and consultant. In 2002 she formed Perso-Consult, the company through which she offers her services for locating and training top management staff and other personnel. As qualified NLP trainer, her specialities are coaching and communication.

„Corporate vision is increasingly crucial to business success. We help you find candidates with years of successful experience in personnel motivation and the development and realization of such visions”.

### **Peter Müller**

After commercial training, Peter obtained a degree in economics. Prior to joining Perso-Consult he worked several years as a sales and marketing person, where he was responsible for large scale sales-management implementation projects.



„Business success depends on good products and good personnel, who can both develop effective solutions and put them into practice. At Perso-Consult we have an eye for details and always remember to focus on your needs“.

**Dr. Gabi Pörner**

A graduate psychologist, Gaby has been a management trainer and expert in Change Management since 1987, in personality development, communication, and individual and team coaching. She is a qualified NLP trainer and has been conducting training program for a number of years on "Self and Change Management" for top managers in Europe, India, Namibia and Alaska. She has co-authored the book "Body-Mind Management" (1999) and is writing articles for leading newspapers and magazines.



„The success of every company depends on leaders who give their teams recognition and support. This is what makes the creation of real value possible, providing interesting and positive perspectives for the company” .

**Ruediger B. Frank**

After graduating with a degree in electrical engineering Ruediger spent several years working as a manager in the consumer goods and power supply industries. In 2000 he then joined a global management consulting firm, where he was responsible for developing HRD strategies for multinational corporations.

In addition to assessing the potential of candidates his speciality is conducting seminars on communication and cultural management, both in classroom and web-based.



„My job is to find the right personnel for your company. I accomplish this goal efficiently and competently without wasting your valuable time. The candidates we find are goal-oriented, success-oriented and quickly repay our clients' investment in their talent.”

## **This is how we can engage**

If you have any questions, comments or would like to get in touch with us otherwise, ...

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