

The Bull's Eye

Newsletter for Friends of **profilingvalues** 

2-2013

Hit
the
bull's
eye



profilingvalues News

Target-Oriented Personnel Decisions

Large corporations often have an elaborate selection process when it comes to filling vacancies. Medium-sized companies, in particular, still frequently rely on their “gut feeling”. Profilingvalues helps you analyze candidates more in-depth. With absolute objectivity and non-manipulability, recruiting becomes significantly easier. Selecting candidates for further rounds of interviews has proven to be more effective this way. The decision makers receive objectively comparable evaluations as a result. These relate to the current situation of the candidate and illustrate his value system. When aligning the profile with the job description, the decision becomes even more well-founded.

Due to the scientific basis of the method, profilingvalues can be best applied either before the interviews or between the first and second round. In the process, the demand profile can be exactly defined. This way, the company receives an ideal profile of the future employee. If this is compared to the evaluations of the other candidates, then the circle of suitable candidates narrows down quickly. It's not just important to look at the individual qualities, but primarily at the value system of the person. Extensive assessment centers or expensive HR analytics tools only operate vaguely in this area and deliver results which are difficult to compare.

profilingvalues International

World Congress, October 11, 2013

“Winner with Values – Why Ethically Guided Businesses are so Successful,” is the central theme of this year's World Congress for Value Diagnostics on October 11, 2013 in Munich. Interesting workshops and lectures will be offered again with inspiring discussions and plenty of room to exchange experiences and ideas.

Speakers such as Friedhelm Raskop, Thomas Weir, Dr. Martin A. Schoiswohl, Dr. Malcolm North or Heike Räuber-Schaber and Dr. Michael Seibold will ensure a stimulating program. Details on the World Congress and registration can be found at our website: www.profilingvalues.com/congress

Editorial

Dear Readers,

In this issue of “Hit the Bull's Eye”, we present the application of profilingvalues in recruiting activities. Furthermore, we report about our partner, International Head Hunters, and its profilingvalues project with Hitachi Data Systems. I have great pleasure in



Dr. Uli Vogel
profilingvalues GmbH

announcing the World Congress on October 11, 2013 and cordially invite you to attend. This year we have also prepared an exciting mix of lectures, workshops, and active networking.

Enjoy reading!

Your Uli Vogel

profilingvalues for Partners

International Head Hunters and Hitachi

IHH International Head Hunters is an international, holistically operating specialist in HR consulting. With sites in Munich, Frankfurt, London, Istanbul, and Boston, the company serves a variety of well-known customers. IHH emerged from a classic executive search firm about 15 years ago.

In search of an ideal psychometric method, the leaders at IHH came into contact with profilingvalues. Virtually since the launch of profilingvalues, IHH has been working with the innovative and effective method. It is implemented directly in consulting and coaching at IHH and is also passed on to their consultants. About three to four external coaches are certified in the profilingvalues method each month from IHH. The company is service-minded and guides its profilingvalues customers. One such partner is Hitachi Data Systems. As an expert for first class information technology, HDS places great emphasis on quality and sustainable customer service. The account managers, who are specialized in consulting major customers, have voluntarily completed the profilingvalues procedure for their development program. The aim of the project was to test the employees on their strengths and to best tune their line of work to these.

The project was led by Frank Hoppe, Director of Enterprise Sales Accounts, at HDS: „I have conducted many different procedures in this field, but profilingvalues has really surprised our team with its results. It reinforces us in selecting our employees, and at the same time, points to individual development fields which are willingly embraced by the participants.„Thanks to profilingvalues, HDS has initiated various changes in coaching processes in order to make the most of the employees' abilities. “The participants were impressed by the accuracy and have used the results partly for their own personal development,“ Hoppe says. As a next step, the individual results were combined to form a team profile to perfect the demand profiles for recruiting. The success of this project was the starting point for applying profilingvalues throughout the entire corporation.



profilingvalues Outside of the Box

RSHI Europe's Board Meeting

On May 16th the first board meeting of the Robert S. Hartman Institute Europe was held in Munich. After the greeting by President Dr. Uli Vogel, the officers Maria Lagerstedt, Allan Miller, Dr. Malcolm North, Dr. Martin A. Schoiswohl, Adina Borta, and Marit Höppner explained their relation to the research of Robert S. Hartman.

Uli Vogel presented his latest research results from the estate of Robert S. Hartman which he made available exclusively to the board members. Among these were documents, photos, and 230 CDs of audio recordings from the scholar. During the first board meeting a system of training courses in four steps was developed which places the board's work and mostly Hartman's value diagnostics in

focus. The goal of this training is the qualification as a certified expert of axiology (value science). Altogether, the first gathering of the board was a very interesting meeting and exciting

exchange of ideas. This efficient networking will be broadened and deepened with regularly scheduled meetings starting now. RSHI Europe has been launched with full power.



Maria Lagerstedt, Uli Vogel, Marit Höppner, Malcolm North, Adina Borta, Sabrina Lamminger, Martin A. Schoiswohl, Allan Miller, Jozef Kutej

Dates for Certification and Training

BASIS I & BASIS II:

- July 18/19, 2013
- September 16/17, 2013
- October 28/29, 2013
- December 12/13, 2013

ADVANCED:

- July 15, 2013
- October 21, 2013

EXPERT:

- September 23, 2013

MASTER-CLASS:

- November 14, 2013
- Participation only in consultation with Uli Vogel, please

SPECIALS:

- September 24, 2013

Sales Seminar

WEBINARE BASIS I:

- September 5, 2013, Session I
- September 6, 2013, Session II
- September 10, 2013 Session III

WEBINARE BASIS II:

- September 11, 2013, Session I
- September 18, 2013, Session II
- September 19, 2013, Session III

WEBINAR TUTORIALS

(free of charge):

- June 21, 2013, July 12, 2013
- August 16, 2013, September 27, 2013
- From 2:00 to 3:30 p.m.

The profilingvalues Webinar Tutorials have developed into a popular instrument and will form a key element of our service in the future.

Imprint

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