

## Personnel Development

Find, promote and retain: motivated and responsible specialists and executives are key success factors. I support companies in developing suitable measures and instruments for a sustainable personnel strategy.

**Personnel development should always be seen in the context of strategic company development.**

### Are you fit for the future?

*Finding good, highly motivated and responsible specialists and executives is already a major challenge. Yet integrating them, in addition to ensuring their loyalty and promoting their development to meet the company's future needs may be essential for its economic survival.*

*Digitalization, Industrie 4.0, our ageing society and generation Y's new demands as they flood onto the labor market have long forced smaller companies to approach their personnel development strategically and strike out in new directions.*

*Nowadays, companies are obliged to attract the specialists and executives they need. They are dependent on winning them via application processes as well as promoting and challenging them with suitable internal concepts and programs. Every new employee might be tomorrow's urgently needed manager.*

*I can help you develop and implement a suitable concept for your company.*

*Yours sincerely,  
Irene Krapp*

### Personnel development consultation

I offer guidance in integrating and qualifying your staff, as well as advancing their career, advising you on the development and implementation of specific measures, for instance:

- Targeted promotion of high potentials
- Identification, selection and development of executives
- Qualification for young professionals after graduating or completing their training
- Qualification of your own specialists
- Designing and developing programs to promote outstanding specialists and executives (trainee programs, combined vocational training and degree program, cooperation with universities, etc.).

### The consultation process

The consultation talks take place in your company. During the first orientation session, we discuss your actual needs and the desired long-term effect. I will subsequently develop a strategy for the personnel and executive development, naturally in close consultation and cooperation with the internal parties. Depending on your options, we will design internal measures for further education or make suitable arrangements with external educational providers