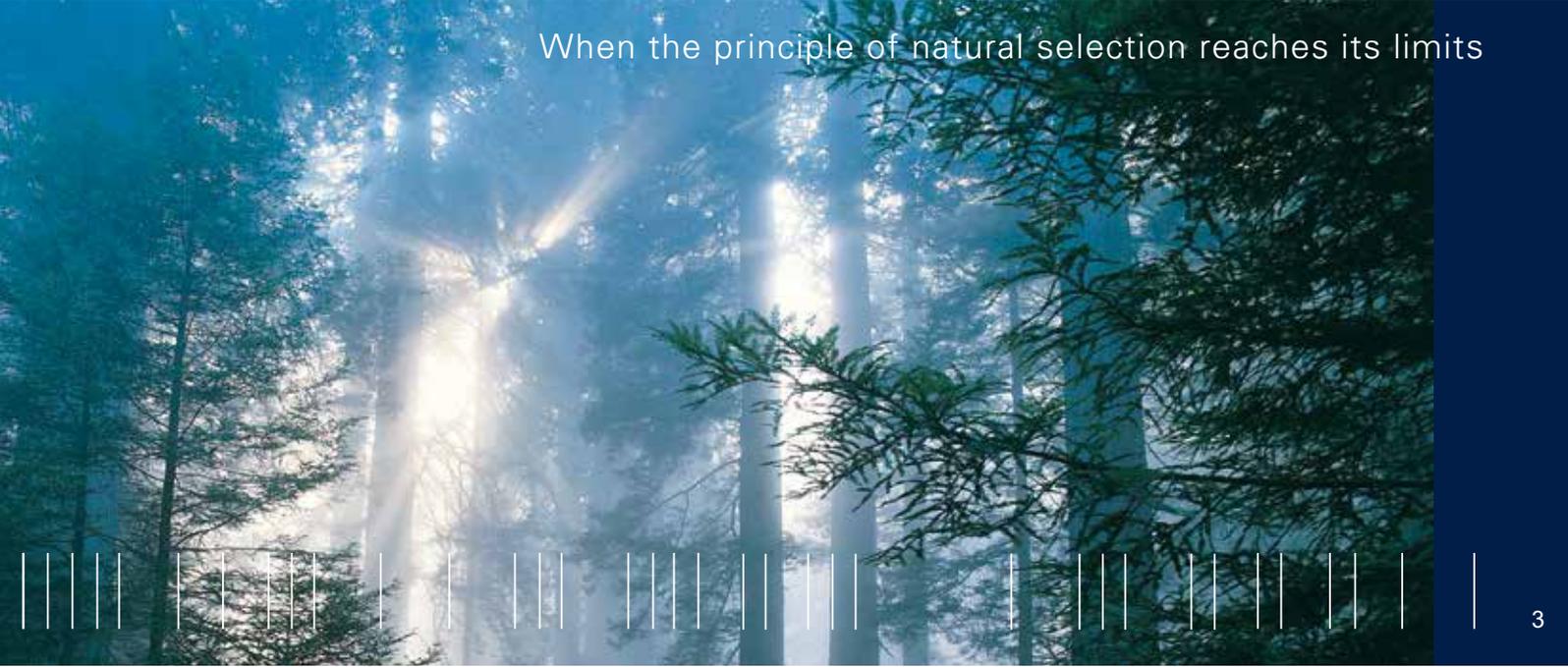




HR | assessment

No tree is like another

Professional assessments and analyses of development potential



When the principle of natural selection reaches its limits

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Our approach | BOSS Business Consulting has developed an extremely efficient and systematic process to assess and select employees. We rely on simulating tasks that are critical to success and complement them with selected test procedures and interviews.

HRassessment is a proven tool used in the systematic selection and development of employees with a high potential. It offers a reliable and convincing basis for important personnel decisions.

HRassessment is modular and needs-oriented, and can be used in different applications, such as:

- in selection processes of internal and external candidates and related procedures
- in audit processes as plausibility checks of existing core competencies
- in the evaluation of function-specific deficits
- a situational analysis tool to identify personal strength/weakness profiles
- a development platform for the analysis of individual development needs

Personalities can be as diverse and unfathomable as a dense forest. HRassessment helps you to bring to light the existing development potential of your employees with a focused and reliable process.



Every tree knows the laws that govern it and needs certain preconditions for its growth. Only someone who knows these preconditions can assist and support its development – this is the basic idea corresponding to our interpretation of HRassessment.

Our procedure | Every HRassessment consists of various modules and can therefore be aligned to specific diagnosis requirements. We design and align structured interviews, psychometric tests, business cases, individual performance analyses, and job-level adjusted dialogues and management situations exactly to your requirements. This ensures that they are practice-relevant and that the results are both meaningful and consistently above average.

Design | We start with a detailed analysis of our customer's needs. Subsequently, we define the objective and purpose of the assessment together, and identify the requirements that are relevant to the success of a particular target function. Based on this information, we then design a tailor-made assessment concept with exercises and assessment situations that are specific to this function.

Implementation | Every assessment is a challenge for both sides. Transparency, fairness, respect and comprehensibility are given the necessary importance. Before beginning, we discuss the process, the assessment focus and the methodology in detail with the candidate. HRassessment consists of a combination of various methods and exercises. As it is highly practice-oriented, it ensures that the candidate behaves naturally. This means that specific communication and behaviour-patterns can be observed and evaluated systematically and that the process can be adapted to all situational variations.

Wrap-up | After the completion of the assessment exercises, we analyse the results and interpret them by cross validation. Each candidate receives detailed feedback in the form of a personal strength/weakness profile also showing the areas which need development. We supply our principal with a confidential assessment report that contains a detailed evaluation and concrete proposals for decision making. If required, individual assessment results can be presented and explained to the decision-makers. Without doubt, the most efficient and effective way for sound decisions.

Our principles | Trees grow according to defined principles. Every species of tree has its own predefined form and structure, and yet every individual tree is different. That is exactly the same with our HRassessment. No concept is like any other, and yet they all follow the same principles.

Business context | All assessment criteria in connection with specific roles are defined in close co-operation with the customer. Individual process steps, practice-related tasks and problems concerning particular functions are simulated on the basis of the actual work environment.

Transparency | The principles of the assessment process and its methodology are transparent and comprehensible to all participants. The candidates feel that they are treated fairly which results in a high level of acceptance of the outcome.

Relevance | Clear recommendations can be given from the analysis, which are then discussed in with the customer. Decisions concerning the employment, promotion and development of employees become therefore transparent and, in addition, are fully documented.

Substance | After each assessment a detailed strengths/weaknesses profile is made available and the evaluation system is explained. Each candidate receives oral feedback and suggestions pertinent to his/her development.

Reliability | All methods and tools used in HRassessment have been tested in practice and are supported empirically. The accuracy and validity of individual statements can be clearly seen, and the risk of inaccurate assessments is substantially reduced.

About 30,000 different species of trees exist worldwide. Biologists needed over 200 years to identify the differences and characteristics of each one. Thanks to HRassessment, today we are able to diagnose the suitability profile of a candidate very reliably within a few hours.



Trees are propagated either by vegetative plant propagation or generatively by seeding. What is important, is know-how, experience and a holistic approach – exactly as is the case with professional HRassessment.

Our Assets | In nature, the quality and characteristics of trees are defined through the principle of natural selection. To be able to assess the potential of employees, one needs not only proven procedures but also a substantial amount of experience and professionalism. Concerning our HRassessment this means:

Know-how | Our long experience in numerous assessment projects has brought us proven competencies in conceptualizing, developing and implementing various assessment procedures: from individual assessments, group assessments, development centres to complete management audits.

Expertise | All assessments are conducted by established AC-experts who are trained in psychology and/or economy, with several years of line management and practical assessment experience; their assessment and feedback abilities have been more than fully proven.

Business relevance | All tasks and exercises are specially designed to suit the content and requirements of a targeted position. The means that not only the personal capabilities and characteristics of candidates can be analysed, but that their particular thought and behavioural patterns are assessed in their business context.

Flexibility | Since the assessment processes are based on modules, their content and methodology can be easily adapted, the experience of our assessors allowing them to modify tasks and exercises immediately to suit changed situations and requirements.



Tree rings are the unmistakable proof of quality

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Our references | Each company is unique – that is the reason why we define the cooperation with each customer individually, i.e. we focus on particular client requirements and provide unique solutions.

BOSS Business Consulting stands out by its many years of experience in conceptualizing, developing and implementing company-specific assessment processes. All our consultants come with a background in psychology and/or economy and excel by their high degree of expertise, which they have acquired through several years of practical work in a number of companies and business areas.

Over the years, we have been able to hold various types of assessments at differing hierarchical levels. If you wish to talk to some of our business partners for reference purposes, we will gladly put you in direct contact.

Some of our customers in HRassessment are:

- Aargauische Kantonalbank
- Allianz Versicherung
- Allreal
- AON Schweiz
- Berner Kantonalbank
- Bossard
- Coca-Cola Beverages
- Credit Suisse
- EVD
- Endemol
- Erdgas Zürich
- GaleniCare
- HFGZ
- Implenia
- Janssen Cilag
- Kanton Aargau
- Kanton Zürich
- KKL Luzern
- Lodestone
- Philip Morris
- PwC
- Publigroupe
- Raiffeisen
- RBS Coutts
- Redbull
- Ringier
- SAP Schweiz
- Siemens
- St. Galler Kantonalbank
- Stadt Luzern
- Stadt Zürich
- Stadtpolizei Zürich
- Steiner
- STO
- SVA Aargau
- Swisscom
- T-Systems
- UBS
- VBL
- VBZ
- Vitra Management
- VIVA Luzern

The most exuberant variety of trees flourish in the tropics. In the subtropics, evergreen trees cover the slopes, and deciduous and coniferous trees dominate the landscape in temperate climates – our HRassessment offers tailor-made solutions for all corporate climates.



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