

# Systemic Business Coaching & Aptitude Diagnostics

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## Systemic business coaching as a personnel development measure & Psychological suitability diagnostics in the personnel selection and onboarding process

**Based on my many years of expertise in executive recruiting, business coaching and aptitude diagnostics, I offer the specialists and managers in your company professional advice on all aspects of leadership, transformation and career development.**

### 1) Systemic Business Coaching

I not only impart theoretical knowledge, but also apply my practical experience. I support my clients to emerge from personal life crises or professional change processes quickly and strengthened. In doing so, I combine **psychological with process-oriented** approaches. My coaching is designed to be both flexible and goal-oriented - fully tailored to the individual needs of my counterpart.

**Recruiting new specialists and managers is one of the most costly and time-consuming investments companies make. Integration failures, premature departures and the promotion of employees who are not optimally prepared increase these costs.**

### My portfolio of services includes:

1. An 100-day "**Onboarding Coaching Program**" supports the executive before and after taking on the new role or starting at the company. This includes weekly 90-minute coaching sessions (in person or digitally). I am an active sparring partner on cross-functional issues, with a benevolent neutrality and an external perspective.
2. The "**Career Coaching Program**" includes a personal assessment and potential analysis, according to the management competence fields (technical, methodological, social, and personality competence), the creation of a personality profile (optional), the optimization of written application documents (for internal or external selection processes), intensive interview training, and support in building an internal and external professional network.
3. Goal-oriented, **90-minute individual coaching sessions**, tailored to the individual personality traits and strengths of the executive. The focus is on topics such as leadership, communication, time management and burnout prevention. The executive is thus enabled to concentrate on all aspects of successfully mastering the assigned tasks and to develop targeted solutions.
4. The coaching program "**From Founder to Entrepreneur**" is designed to accompany young entrepreneurs after successfully founding their company. The program includes detailed strategy discussions to determine the current status of business development and to identify support needs for further developing your professional network, preparing required profiles for new employees (including support in the recruitment process), advising on leadership issues and helping when conflicts arise in the founding team.



## 2) Aptitude Diagnostics

As holder of the personal license for aptitude diagnostics according to **DIN 33430**, I am your professional contact for high-quality processes of aptitude assessment and optimized personnel selection. The potential of your employees or external candidates can be assessed accurately. Assessment centers and/or aptitude interviews are conducted efficiently and reliably. The aptitude diagnostic procedures I use meet the quality criteria and standards according to DIN 33430. And as a member of the expert council of the "Arbeitsausschuss Personalmanagement", the German Institute for Standardization (DIN), I support the amendment of ISO 10667, with which an international standard for job-related aptitude and performance assessment was formulated for the first time in 2011.

### My portfolio of services includes:

Conducting an **aptitude-diagnostic interview** (duration: 2 to 2 ½ hours) to test interdisciplinary qualifications, as well as the subsequent preparation of a **report** (length: approx. 2,000 characters). I conduct the interview using standardized questions according to the Bochum Inventory for Occupational Personality Description (BIP).

The BIP was specially developed for use in personnel management and is particularly suitable:

- in the personnel selection process
- prior to the implementation of training and coaching measures
- for the preparation of feedback interviews
- in career counseling

The test covers the following criteria of career-relevant personality traits (max. six per interview):

- **Professional orientation:** achievement motivation, creative motivation, Leadership motivation
- **Work behavior:** Conscientiousness, flexibility, action orientation
- **Social skills:** Sensitivity, sociability, team orientation, assertiveness
- **Mental constitution:** Emotional stability, resilience, self-confidence
- **Leadership skills Criteria:** Drive goals & promote commitment, act customer-oriented, self-reflection



### 3) Recruiter Masterclass

Due to the differences in German labor legislation compared to, for example, American legislation, a multi-stage recruitment process, especially for managers, is essential for us.

The so-called alpha error (i.e. a candidate is hired for a position for which he/she is not suitable) has a number of monetary and time-related consequences, as the position has to be re-advertised and remains vacant for longer than necessary.

A multi-stage recruiting process therefore offers several advantages. Firstly, it enables companies to consider a larger number of candidates and thus make a better selection and better assess their skills and suitability for a particular position. Another advantage is that the multi-stage process helps to avoid wrong decisions and increases the likelihood that the candidates hired will be successful in the long term. It can also improve the company's image and increase the number of applications for future vacancies.

#### My portfolio of services includes:

##### **1:1 Recruiter Masterclass (in person or virtual), incl. certificate of participation. Duration: 4 x 90 minutes.**

A multi-stage recruiting process usually involves several steps to ensure that the candidate is qualified and suitable for the position. The process can vary depending on the company and position, but typically looks like this:

- Post job advertisements or contact suitable candidates through direct approach
- Check and filter applications with regard to formal qualifications within the four management skills areas (technical, methodological, social and personal skills)
- Carry out a general social media check
- Conduct short preliminary telephone interviews with the most promising candidates
- Conduct a personal, skills-based interview (based on the job advertisement), which can involve various people from the company
- Conduct an aptitude diagnostic interview (based on the job profile) that tests interdisciplinary qualifications and/or conduct an assessment center
- Obtain references from former superiors or colleagues

This course is suitable for recruiters with or without professional experience and includes detailed guidance on how to successfully conduct a multi-stage recruitment process to ensure your employer attracts and hires the best talent.

**Please contact me regarding a no-obligation preliminary discussion, a quotation or any queries:**

<https://calendly.com/systemischescoaching-berlin>

