

## **Client Project: The Development Center as a Building Block in an International Executive Program**

Our client is an international pharmaceutical concern that specializes in pioneering research on the indications of pain, gout and inflammatory diseases. As a company with fully integrated research and development, it has many years of experience in innovative pain management and in developing state-of-the-art technologies for patients.

In 2012, working in close collaboration with HR, we developed and implemented a two-day international Development Center for executive candidates; subsequently, the contents of the Development Center have been adjusted several times to meet strategic requirements. As the first building block of a group-wide development program, the Development Center focuses on an in-depth analysis of individual strengths and development needs as well as on the derivation of specific development recommendations.

The participants undergo various modules with management-relevant tasks. Diverse opportunities for reflection, feedback and exchange are part of the event, ensuring that learning and networking can take place. In addition to four consultants, HR managers and internal representatives from the extended management team act as observers. In an observers' conference that lasts for several hours, the observed performance and potential of the participants is intensively discussed.

The Development Center is rounded off both at the end of the event and in its aftermath by coaching-oriented feedback sessions, which are aimed at transferring the insights that have been gained into everyday work life and making possible structured individual further development.