



Client project: From Leadership Development to Systematic Talent Management

Our client WAGO is an internationally active, highly innovative technology company that is also a leading supplier of connection and automation technology. A traditional, value-based family-owned firm whose turnover has doubled in the past ten years, it has experienced a steady increase in the number of employees to a current total of more than 7,500 worldwide. WAGO faces the challenge of continuously developing its activities in the area of manager selection and development in a consistent strategic manner that aligns with internally and externally changing requirements.

In order to ensure that positions that are critical to the company's success are filled with suitable executives and project managers, we have worked with the HR team to set up an appropriate talent-management concept that includes a variety of diagnostic procedures. Since 2012, we have been continuously supporting the practical implementation and further development of these procedures.

For example, in order to select suitable candidates for both leadership and project-manager functions, an individual process was developed that takes into account the specific, daily requirements placed on the target groups. This process is implemented by a mixed team of internal and external observers.

To ensure that there is a sufficient number of high-quality prospective managers from among the internal staff, diagnostic group procedures were established for potential leaders and project managers. These are conducted on a regular basis by a group consisting of internal observers and a team of consultants. We ensure the quality of the internal colleagues' observations and evaluations through observer training sessions.