



KLUG PAUL + PARTNER
advanced executive assessments

Executive Assessments and Potential Appraisals for Renewable Energy Companies

One of the most important decisions your company takes is who it hires. Nothing impacts the success of your expansion into a new market more. Use our advanced assessments and services to choose the best people for your jobs. Gain a clear picture of the competencies and capabilities of your new staff members and executives. Acquire confidence and maximized validity of your engagement decisions.

Hire the right people

As psychologists we are specialized in [executive assessments](#), potential appraisals and development centers. We have accomplished numerous projects for renewable energy companies (photovoltaics, wind energy, biogas, solar thermal etc.). We are familiar with industry specific operation processes and typical requirements, which holders of positions and important functions in renewable energy companies have to meet. Of course every company has its own specific requirements. We would be glad to discuss them with you. Thereafter we conduct custom designed assessments to make them observable and measurable. Ensure your investments in new staff members and executives!

With rising level of position, metadisciplinary competencies are getting more and more important for the aptitude appraisal and the engagement decision (e.g. analytic skills, strategic thinking, management competencies, customer orientation, social competencies, entrepreneurial thinking). In typical interviews these criteria are assessable only vague and with low validity. With our advanced work sample techniques and individual assessments, we offer the highest possible accuracy and predictive validity.



The basic idea of our assessments:

Management work samples are much more reliable than self descriptions!

It is much more reliable to perceive and experience the competencies of a candidate directly through work samples, as opposed to just the traditional interview process. Some candidates may have knowledge, but they are unable to transfer that knowledge into concrete action.

To make competencies, capabilities and potentials clear, we use management work samples as well as simulations of typical tasks and job specific requirements. In our intensive one day assessment future executives and top managers will be observed discreetly and evaluated individually. In up to seven management simulations we evoke behaviour that leads to success on their future target position. The candidate gets several fair opportunities to exhibit a broad spectrum of his relevant competencies and aptitude. As an observer you experience your future manager in situations that are close to reality. You will see if he meets your requirements. Experience, how he or she e.g. manages a complex project, negotiates or presents your products and services to potential customers. This is much more than just talking about it in an interview.



Examples of positions in renewable energy companies hold by participants of our assessments and accomplished development centers:

- CEO Americas
- Director Indochina
- Country Manager Thailand
- Global Marketing Manager
- International Marketing & Business Development Manager
- Business Development Manager Europe
- Business Development Manager Asia Pacific
- Manager Project Finance
- Manager Equity Sales
- Senior Investment Manager M&A
- Sales Manager India
- Business Development & Market Strategy Analyst
- Head of Service Organisation
- Head of Corporate Quality Management
- Team Leader Order Processing International
- Portfolio Manager Off-grid Products
- Head of Corporate Communications Asia-Pacific
- Assistant to CEO
- Director Técnico, Spain
- Coordinador Grandes Proyectos, Spain
- Project Development Manager for the Western United States
- Project Development Manager Biofuels
- Consultant Strategic Planning
- Controller
- Project Manager Photovoltaics

Benefits

- The risk of expensive hiring mistakes will be minimized and the accuracy of your decisions regarding engagements and staffing will be maximized.
- Essential requirements such as leadership competencies, analytic and strategic competencies, entrepreneurial initiative and social skills, will become visible and measurable.
- You can use the results of our individual assessment for a specific initial job training and development or as a first step for individual coaching. In every case you start with actual strengths and fields for improvement of your new staff member.
- Individual executive assessments are confidential and allow maintaining a maximum level of discretion over other internal or external candidates.

Our advantages

- We have extensive experience and expertise in the renewable energy industry.
- We develop assessments that measure requirements, which are deduced from your companies strategic targets.
- Our assessments include management work samples and simulations of future tasks. They are specific for your company and the requirements of a specific position.
- For top level executives we offer variants in which we revise the management work samples and simulations comprehensively. We discuss and evaluate intentions, strategies, concepts, attitudes and values together with the executives. These variants gain maximized acceptance.
- We are psychologists and specialists in occupational and executive assessment. We have developed advanced methods to measure constructs and criteria, which are hard to assess in a typical interview (e. g. negotiation competence, analytic skills, entrepreneurial thinking and initiative).
- We offer different service levels up to full service including design, introduction, conduction, project management and long term evaluation of executive assessments.



Examples of Assessment Elements:

- Management Case Study, e.g. Inbasket Country Manager Photovoltaic Company
- Sales Presentation Biogas Installation
- Role Simulations:
 - Negotiation
 - Discussion with a New Client (e.g. Wholesaler photovoltaic modules)
 - Employee Discussion (e.g. with Engineer)
 - Conflict Discussion
 - Project team Meeting
- Case Study Future Strategy of the Company / Business Development
- Presentation Development of a New Product Line
- Fact-Finding-Exercise Evaluation of a Company
- Multimethod Interview targeting Motivation, Customer Orientation and Leadership
- Questionnaires measuring Business related Motivation and Personality

We would be pleased to outline to you a new energy specific assessment without obligation that makes the requirements of a position you have posted measurable.

Have a look at a [Schedule](#) of an [Executive Assessment!](#)



We look forward to being of service to you.



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