

CONSULTANT PROFILE

ALEXANDER KREIS



"Digital or analog? It's all in the mix!"

I am passionate about **personal interaction** with people and accompanying and coaching them in their development. Seeing how participants **write individual success stories and develop as personalities** motivates me in particular. At the same time, I have a strong focus on **digital solutions** that simplify and accelerate the participants' development process.

I am genuinely committed to focusing on the **motives and needs of individual employees**, because even with increasing digitalization and the associated automation, people remain the key to the success of any company.

In the design and delivery of selection and development programs, customers perceive me to be **highly practical and feasible**. I want to combine digital elements **with personal impulses in training measures and assessments**.



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My expertise for you:

- Delivery of Assessment Centers and Development Centers for the selection and skills assessment of managers and talents
- Design and roll-out of development programs, training measures, Assessment Centers, and Development Centers for different target groups and hierarchy levels
- Design and delivery of computer-aided development and selection programs (e.g., Remote Development Centers, app-based tools)
- Delivery of training measures on leadership, communication, personality, and personnel diagnostics

Special skills:

- M. Sc. Psychology (major: Human Performance in Socio-Technical Systems)
- Graduated from the University of Applied Science, Cologne (RFH), Dresden University of Technology (TUD), and Aalto University, Finland
- Certified trainer (INeKO Institute, Cologne)
- Certified diagnostician (Hogan-Assessment)
- Several years of experience in the areas of personnel diagnostics and personnel development
- Language skills: German, English

Selected customers:

- Bayer AG
- Drägerwerk AG & Co. KGaA
- E.ON SE
- Free Now Group
- Lufthansa AG
- REWE Group
- RWE AG
- Schott AG
- Innogy SE
- MTU AeroEngines AG

Selected publications:

- *Janßen, C. & Kreis, A. (2021) Agile Führung und Self-Awareness [Agile Leadership and self-awareness]. Handbuch Personalentwicklung [Personnel Development Manual], Wolters Kluwer Deutschland GmbH, 266th amendment. 06/21*
- *Kreis, A., Brandt, A., & Janßen, C. (2021) Remote-Assessment-Center [remote assessment center]. Handbuch Personalentwicklung [Personnel Development Manual], Wolters Kluwer Deutschland GmbH, 265th amendment. 05/21*