

We shape the future of leadership together with you

About Profil M



Content

- About us
- Our services for you





About us:
This is Profil M

01

About us

Good leadership ensures a good future

We help companies to become more successful and more attractive through good and competent leadership.

We also ensure that you develop the leadership strength you require to realize your vision.

Together with you we turn potential into strength. Because every leader deserves the chance to become the best leader he or she can be.

And we believe that everyone has a right to good leadership with courage, humaneness, and sustainability. We live up to this claim both internally and externally.



We shape leadership together with you to secure your company's future

About us

This is Profil M

We believe in one hundred percent quality, innovation, and humaneness.

We achieve maximum effectiveness for you through our unique interplay of top-quality concepts in terms of content, smart digital tools, and an exceptional team.

- Over 70 consultants ensure flexibility and performance guarantee.
- We draw from the experience of 16,000 enthusiastic participants and 7,000 valid assessments of potential per year.
- We are international: Over 50% of our events include participants from all over the world.
- We offer the best possible service and most efficient processes, with an office staff of more than 30.



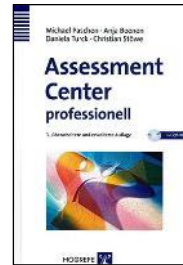
The result:

Satisfied customers,
of which 97%
recommend us
to others.



We look ahead

The history of Profil M



First issue of the established practical guide – "Assessment Center professionell" [Professional Assessment Centers]

Happy 10th anniversary and congratulations on achieving Ø 15% growth per year



We further expand the international and digital business with our cooperation partners and with the Profil M Academy

2001

2003

2006

2011

2012

2013

Four friends and consultants found the company. The motto: **"We improve leadership!"**



We plant trees and have been working in a CO²-neutral way since 2006



Profil M is a "Great Place to Work" and still holds this top ranking today

**Great
Place
To
Work®**

We look ahead

The history of Profil M

Profil M launches the Assessment Suite for digital assessment support



In the first year of the pandemic, Profil M organizes more than 400 Remote ACs



Our team consists of over 90 great people



2016

2017

2020

2022

2023

>>>

We create more space for inspiration and even more customer proximity in our new building in Wermelskirchen



Launch of the Feedback Suite for feedback – as flexible and agile as the new world of work



Tomorrow
We look forward to an exciting, sustainable, and successful future



About us

This is Profil M

We have personalities.

Our team not only consists of employees but of competent people who want to improve leadership in companies.

People who have a desire for personal growth and success commit themselves to us. They are ambitious and action-oriented, and always motivated to adopt innovative methods together with you. At the same time they are personable, engaging, and authentic.



About us

This is Profil M

We have personalities.

Ambitious, competent, and personable.

The reason is that at Profil M, we put into practice what we convey to you and your managers. We offer an environment that combines individuality, cohesion, and honest cooperation. As a result, we have continuously been awarded top positions as one of Germany's best employers since 2012.

Speaking of Germany: Our team feels at home all over the world and works hand in hand with our partners on site – true to the motto "Think global, act local."





Our services:
This is what we do

02

We deliver top performance

This is what you can expect



Leadership Assessment

- Assessment Center
- Individual Assessment
- Management Audit
- Executive Assessment
- Analysis of Potential
- Development Center
- Online Assessment
- 360° feedback



Leadership Development

- Development journeys
- Development programs
- Training
- Blended learning
- E-learning
- Coaching



Leadership Culture & Transformation

- Change support
- Leadership culture/ guiding principles
- Competence models
- Talent management
- Performance management

About us

This is Profil M

Leadership Assessment

- Assessment Center
- Individual Assessment
- Management Audit
- Executive Assessment
- Analysis of Potential
- Development Center
- Online Assessment
- 360° feedback

We provide you with insights into persons and with security in terms of the process, selection, and development planning. Our tools and consulting services provide relevant information for well-founded personnel decisions in a way that guarantees a positive experience for participants.



About us

This is Profil M

Leadership Assessment: We make competence and potential visible

Verified personnel decisions and effective development plans are the result of reliable assessments of competence and potential.

We cover the complete spectrum of management diagnostics – from agile Development Centers for junior managers to Executive Assessments for top management positions.

Here, you benefit from the long-standing experience and excellent methodological skills of our consultants who position themselves clearly with their recommendations – in order for you to identify and develop leaders who shape the future with you.



About us

This is Profil M

Leadership Assessment: Create the basis for development with an analysis of potential

We are curious to find out about people's potential. And we are proud to provide the basis for individual development:

- We not only provide descriptions of behavior but comprehensive personality profiles with a development forecast
- We give you advice and make individual recommendations for personal development processes
- We provide valuable experiences and insights as a basis for reflection and independent development
- We build on the internal processes and goals of your talent management



About us

This is Profil M

Leadership Assessment: Make confident decisions with Placement Assessments

We provide you with a differentiated understanding of personnel decisions by

- answering existing questions, discovering new things, and in this way giving you valuable insights into persons
- acting as your sparring partner with clear recommendations, advising you in your role as decision-maker, and making valid forecasts relating to the position and the general conditions
- working professionally and on an equal footing, creating a positive candidate experience, and strengthening your corporate image in this way



About us

This is Profil M

Leadership Development

- Development journeys
- Development programs
- Training
- Blended learning
- E-learning
- Coaching

We inspire your leaders so that they can inspire others and help them to become the best leaders they can be. We create leadership competence through personal growth as a basis for a strong leadership culture.



About us

This is Profil M

Leadership Development: Develop personalities through leadership training

We develop inspiring, energetic training measures with eureka moments that

- arouse enthusiasm in young managers to become good leaders and also provide experienced managers with new insights
- do not simply provide instructions but that help to understand the psychology of human leadership and to broaden perspectives
- trigger reflection on the managers' leadership personality and outline ways for authentic leadership and positioning



About us

This is Profil M

Leadership Development: Invest in the leadership of the future with development programs

We provide you with competent support for planning and implementing development programs:

- With our training and coaching offers that are customized to your needs we offer you a personalized approach with impulses for independent hands-on learning
- With emotional experiences that provide participants with inspiration for their further development – positive, critical in a constructive sense, and always honest
- With a safe framework for participants to give and receive open feedback and enter into discussions
- With a flagship program that is tailored to your goals and creates trust – including broad conceptual advice and contemporary blended learning with the Profil M Academy



About us

This is Profil M

Leadership Development: Develop your leaders efficiently and sustainably with blended learning

Our blended learning programs offer the perfect combination of face-to-face training and e-learning for efficient and sustainable learning tailored to your needs:

- Participants manage and monitor their learning process themselves, supported by the Profil M learning platform
- As an integrating frame for the development program, the Profil M Academy enables transparent learning journeys
- and offers participants a state-of-the-art platform for contemporary learning
- Individual, modular packages with external and internal contents, traditional and digital learning opportunities can easily be adapted to the learning processes in your company



About us

This is Profil M

Leadership Culture & Transformation

- Change support
- Leadership culture/guiding principles
- Competence models
- Talent management
- Performance management

We not only develop people, but also leadership culture.

We tailor processes and tools to your goals and general conditions.

In this way, we ensure that they are accepted, put into practice, and therefore become drivers for success in your company.



About us

This is Profil M

Leadership Culture & Transformation: Ensure your success with talent management consulting

We consider talent management to be a journey to the future with us as your guide. Together with you, we establish HR and leadership as success factors in your company through:

- Honest and effective consultation – with solutions that are tailored to your goals, your general conditions, and your culture
- Developing and implementing effective processes and tools
- Shaping a talent management culture in your company – through the acceptance of all stakeholders
- The conviction that talent management must not be an end in itself but a success factor for the company





We look forward
to connecting
with you!

Profil M Beratung für Human Resources Management GmbH und Co. KG
Berliner Straße 131 · 42929 Wermelskirchen

