

DNLA-experience and –applications at E.ON Westfalen Weser

DNLA-process

The DNLA process starts with questions related to day-to-day job situations. These are presented and answered online. The response is compared to those of the best in a comparable position (Benchmarking with the best approach). Individual debriefing based on these results follows for all participants. In the long run, the debriefing is optimally done in a “triangle” DNLA-expert, employee + senior manager. Detailed action plans and measures for improvement are proposed and agreed upon. The DNLA program (= the “Master Program” software) supports this in automatically providing suggestions for action for each which area of improvement which has been identified.

Goals of the DNLA

The personal environment of the employee is analysed, to ensure the best possible development of the employee. Critical factors (= factors which pose a limit for better performance) are identified and improved. Thus, a constant “pulse” of the individual situation of each employee on his / her personal learning curve is obtained.

Benefit for the employee

The competence / potential of the employee can be systematically developed with the DNLA approach. Seeming “weaknesses” are not regarded as a lack of competence, but as an opportunity to find out about the deeper nature and the real cause for such “drawbacks” and to search for solutions to overcome them, assisted by the internal and external DNLA experts.

Benefit for the company

The company has got the opportunity to carry out specific and therefore effective measures for training and improvement. What is more, is that in the debriefing some issues often can be identified and solved right away. So, for instance, it could be that an employee who suffers from a lack of self confidence already can be helped by simply agreeing regular feedback from the responsible manager. Time-consuming and costly trainings, in this case to develop self-confidence, can be dispensed with.

When to apply DNLA

DNLA is best applied when the general potential of an employee has been recognized in the management review and now needs further systematic development.

Our target group:

Employees with potential, as identified in the management review, leaders, skilled employees. The Management Review is a procedure which is applied in the E.ON group worldwide for junior managers. Here, all business units and companies name their high-potential-candidates. At E.ON Westfalen-Weser AG (1.000 Employees), the employees who have been identified as candidates in our management review process have only been presented to the E.ON group as high-potential-candidates after they successfully completed the DNLA Social Competence and DNLA Management approaches. This proved to be a very successful “launching pad” for the candidates to be prepared for the corporate central E.ON Assessment Center. The criteria (“factors”) used in DNLA could excellently been linked to and matched with the E.ON competence model.

Further, the DNLA approach has been applied generally in HR-development processes, and for over 100 times it has been very successfully applied in the selection of junior managers in all our local regions.

If you need further information, please do not hesitate to get in touch:

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