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COREWAYS NEWS

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COREWAYS Credo: Learning in a Work Setting

A familiar situation: Your employees went to a seminar, they even found it useful, but you don't see the contents of the seminar applied in their everyday work. Why?

The reason: Seminars lack the given personal and practical constraints of work along with the individuals and their particularities that make work sometimes so difficult.

Furthermore, seminar participants tend to explain problems from

their own view. This can more or less differ from reality.

Trainings have to get into the nitty-gritty details.



That's why COREWAYS deliberately balances

trainings with a distant yet close to work approach.

A typical example is our Selection Interview training. We offer theory and practice together with real in-

terviewing. This way the training is not only authentic learning but also applies to work, and best of all we are getting work done too.

Efficiency and economy come closer together.

COREWAYS offers this 'Learning in a Work Setting' concept for all topics in Personnel and Organizational development.

See our website for more examples...

Info 101

COREWAYS in China

In July, Coreways went to Shanghai to conduct Assessment Centers for an automobile parts supplier.

Before going we had worked with Chinese participants in Germany so we had an opportunity to test and refine our AC instruments.

China was a great experience for us.

There were notable differences visible. In comparison with European or American candidates at ACs, who 'fight' to get their opinion heard, each Chinese candidate had a chance to



calmly explain their ideas. Together they

made decisions and everyone helped get things done.

Just the opposite was true for the Chinese of the In Box task, where they had to structure what is important and urgent. Their method of thinking was usually 'First in first out'.

Info 901

Please find more information on our

Info 901

web site
www.coreways.de
Enter the number as shown below:

Info

901



Newsletter

COREWAYS Service: Key Account Personnel Development

COREWAYS can offer 360 degree support in Personnel and Organizational development.

Advantages in brief:

- ☞ Small and mid-sized firms can bring Personnel work to a higher level raising your ability to compete, your attractiveness and your bonding ability with workers.
- ☞ Bigger firms can out-source Personnel work to save time and money and have more freedom to concentrate on other important projects.
- ☞ Multinationals benefit through COREWAYS German - American cooperation because everything is available in German, English, or bilingual.
- ☞ Continuity and dependability for everyone results from a higher independence from job related or structural changes in a company.
- ☞ Last but not least: the support is dynamically scaleable. You define the contents and the degree of support you want.



The graphic above shows the typical topics of Personnel and Organizational development over the course of a year.

The extent, content, and occasion in which things happen varies from firm to firm and would be developed in close contact with you. (Customizing).

The table to the right shows the single process elements that belong to each topic. They can be picked together or individually.

Process Elements	
Concepts	<input checked="" type="checkbox"/>
Implementation	<input checked="" type="checkbox"/>
Organization	<input checked="" type="checkbox"/>
Statistical Analysis	<input checked="" type="checkbox"/>
Next Step Planning	<input checked="" type="checkbox"/>
Follow Through	<input checked="" type="checkbox"/>
Use of your intranet or hosting through partner	<input checked="" type="checkbox"/>

Some Examples

Employee Appraisal

You would like your company to have a fine tuned evaluation tool.

You want to establish and win acceptance. Those involved should get hands-on training. Then the forms are sent out and their return is tracked.

The results are statistically analyzed and put into informative graphs. The participants receive their feedback.

Career and Succession Planning

You are interested in knowing who in your firm is ready for more responsibility or a managerial assignment. At the same time you want to give all employees a career perspective and motivate them, especially the best, to stay with the company.

To accomplish that it is important to develop a future ori-

ented job profile to audit employees using appropriate tools in order to identify your high potentials.

In special pools they should deepen their company knowledge and prepare for future challenges.

A specific tool, e.g. a database, could be used to record and track individuals' strengths, experience, possible career paths and wishes.

Measuring Success

You would like to know which of the currently used selection instruments, e.g. interviews or assessment centers, do a better job in picking the right employees.

We would analyze your data, prepare a report, and give you our expert opinions.

Key Account

In loose agreed contact

or

On site at your company for a determined time

or

Virtual cooperation, primarily through intra or internet and telephone

Thesis and Doctorate Work at Your Company

☞ How effective are trainings?

☞ How accurate are your Assessment Center results?

☞ Are your shop employees always customer oriented?

There are so many questions that remain unanswered because either a lack of time

or resources to investigate.

The solution: Students who are looking for practical experience to combine with their thesis work.

For the last 10 years COREWAYS co-founder Dr. Jörg Mailahn has advised a multitude of students on interesting thesis

topics. His seminar Personnel and Organizational Development at the University of Cologne serves as a good preparation for their thesis.

Do you have any topics that you would like to investigate? Please contact us.



- Main Building -
University of Cologne

Info 701

Christmas in Germany - Fun facts!

Who brings gifts to children on Christmas in Germany?

- a. Santa Claus b. Father Christmas c. Kris Kringle

In what German city do the bones of the Three Magi rest?

- a. Bremen b. Cologne c. Dresden

Around what year was the Christmas tree first being used in Germany?

- a. 1913 b. 1822 c. 1550

On what day do Germans traditionally open their Christmas presents?

- a. 24th December b. 25th December c. 26th December

Where is Germany's most famous Christmas Market?

- a. Nuernberg b. Munich c. Hamburg



Answers and more
on our Web Site
under

Info 801

COREWAYS 360 Degree Feedback

- How do you appear to others? How well are you accepted and supported?
- What exactly do your employees, colleagues, and boss value about you and what is getting in the way of your advancement?

You can get answers with our 360° feedback. It gives a snap shot view of your leadership effectiveness and provides you a solid basis for specific further development.

The effort is minimal:

You fill out a questionnaire and distribute them to employees, colleagues and your boss.

The questionnaire reflects almost 20 years of COREWAYS experience in this area.

essential for others and what should be concentrated on.

Additionally there is a pair comparison form that examines leadership characteristics. It helps to draw a sharp leadership profile.

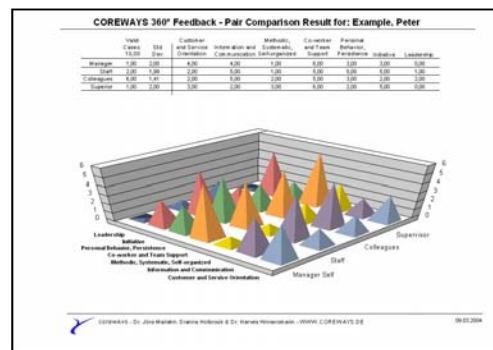
	How important is this question to you overall success?			Rating Scale					Score
	Not important	Important	Very important	Strongly Agree	Agree	Disagree	Strongly Disagree		
1. I analyze facts carefully and am aware of their global context.	○	○	○	○	○	○	○	○	0
2. I give others the freedom to individually organize their work.	○	○	○	○	○	○	○	○	0
3. I remain in control during stressful situations.	○	○	○	○	○	○	○	○	0
4. I take responsibility for designing and improving processes.	○	○	○	○	○	○	○	○	0
5. I see difficult situations as a special challenge that even offers opportunities to enhance customer relations.	○	○	○	○	○	○	○	○	0
6. I listen carefully and seriously consider the ideas of others.	○	○	○	○	○	○	○	○	0
7. I recognize new trends in a timely manner and formulate goals, strategies, and visions based upon them.	○	○	○	○	○	○	○	○	0
8. I make sure that team members contribute equally in decisions.	○	○	○	○	○	○	○	○	0

The overall idea is to stimulate learning by discovering how others view your leadership in contrast

Every question asks about leadership effectiveness and its importance to success. This two step rating reveals what is

to how you see it. For more about 360° applications, results and costs see our web site.

The Newsletter is available in German and English.



Special Offer

COREWAYS 360° Feedback

Questionnaire Set for € 89
set includes a total of 10 questionnaires plus evaluation

Info 301

COREWAYS specializes in CO-TRAINING: The trainers (male-female, German-American) offer everything in German, English, or bilingual.

Open Seminars

When: February / March 2005
Location: Cologne, Leipzig, Zurich, Denver CO, Columbus OH
Details on www.coreways.de under number Info 201

Selection Interview	3 Days
Assessment Center: Development and How to Run an AC	3 Days
Assessment Center: Candidate Preparation	2 Days
COREWAYS 360 Degree Feedback: Group Reflection	2 Days
Management Basics: The First 100 Days	3 Days