



intercultural. skills. assessment.

DIVERSITY

ASSESSMENT

DEVELOPMENT

RECRUITMENT

www.interpool-hr.com

- A ASSESSMENT CENTERS
- B BEHAVIORAL INTERVIEW QUESTIONS
- C COMPETENCY FRAMEWORKS
- D DEVELOPMENT CENTERS
- E EXPATRIATE SELECTION

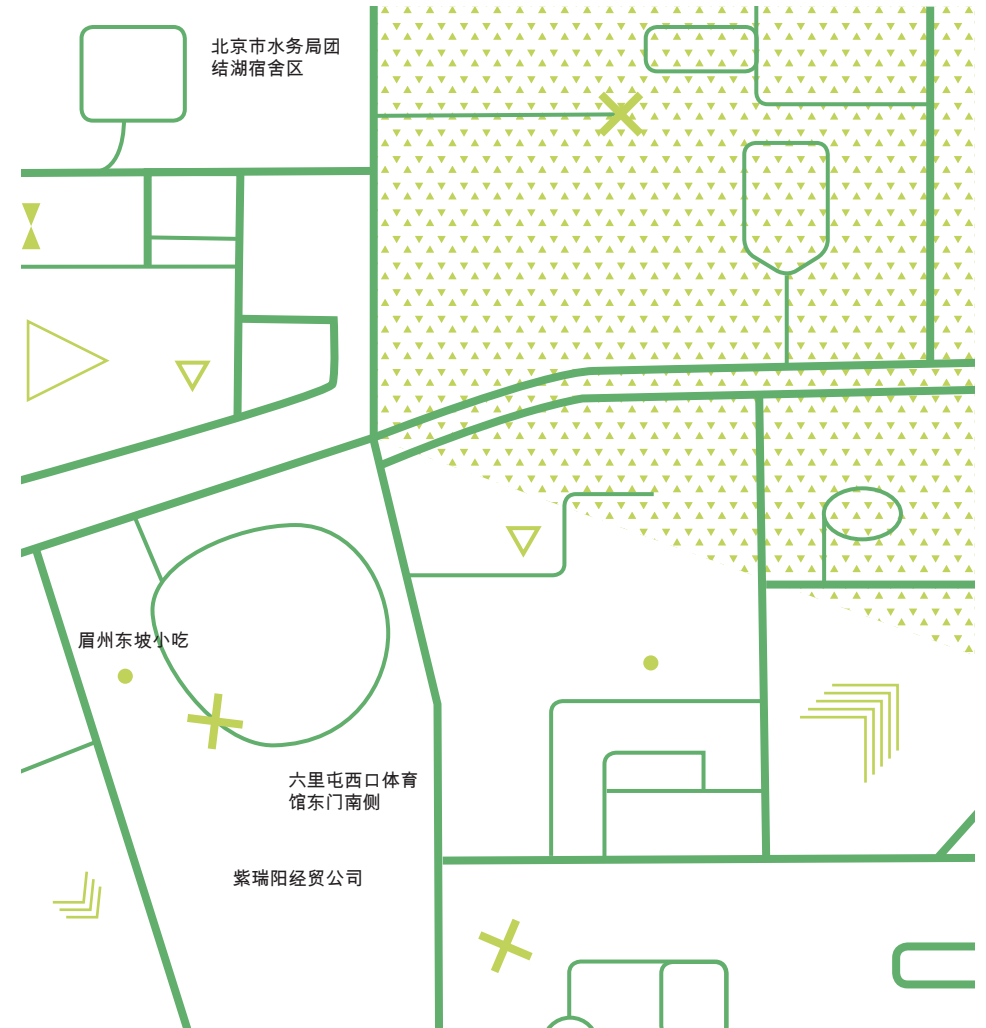
The Future is Global

We are among Germany's leading experts of Talent Acquisition and Personnel Selection in a context of globalization, diversity and innovation.

Why does this focus matter?

- ▶ In a global environment, we need to assess and to compare candidates with diverse and unfamiliar cultural backgrounds.
- ▶ In times of >the war for talent<, we need to become more open to potentials that we might have previously overlooked.
- ▶ If change and innovation is our goal, we should not only select and develop candidates who resemble the way we are.

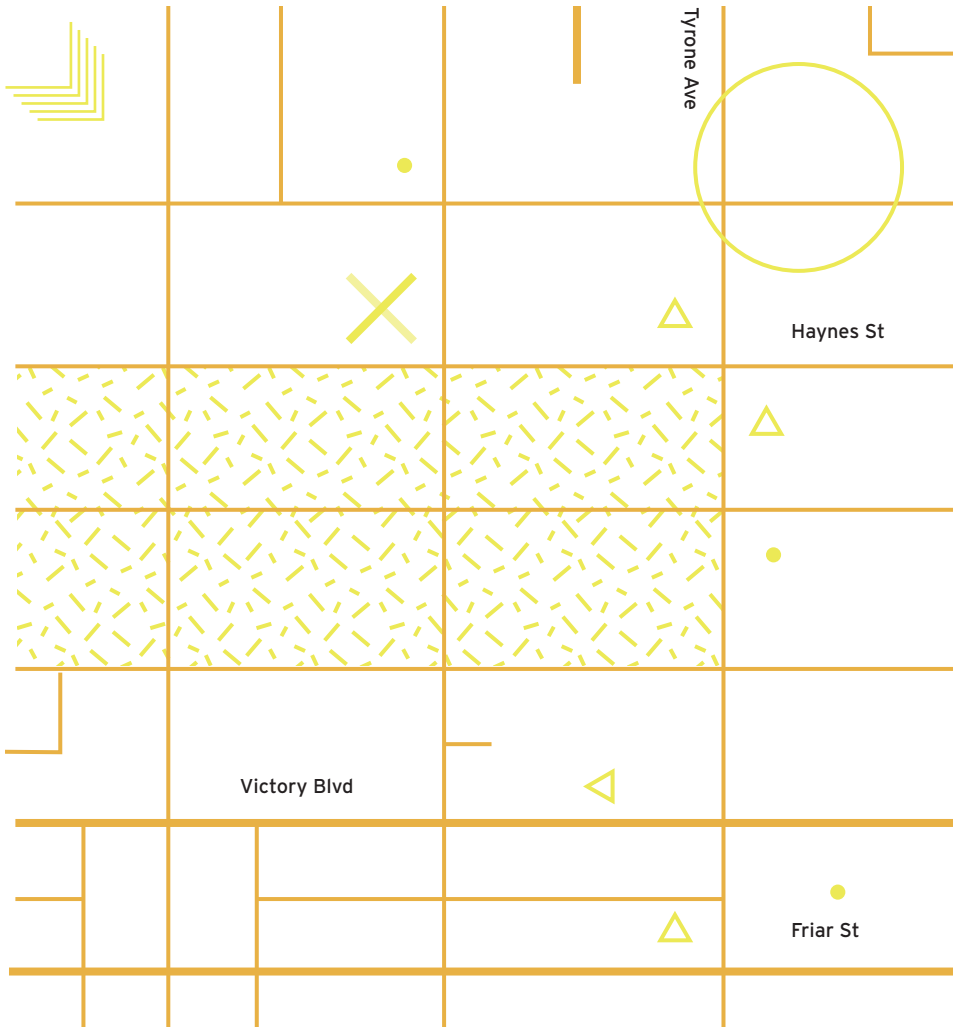
To be successful, we need to recognize the right people – even if they're different from us. Let us show you the path.



Dr. Pierre Sames

Senior Vice President
Strategic Research
and Development,
Germanischer Lloyd

»By working with interpool, I learned a lot not only about my own German background, but also about the basics of Japanese cultures. In doing so, I was able to find my own way of dealing with these differences.«



- F AIRNESS
- G LOCALIZATION
- H HUMAN RESOURCES
- I INTERVIEW TRAININGS
- J JOB ANALYSES

Interview Trainings and Assessment Centers

The perception of »right« or »wrong« behavior in a job interview is seen quite differently depending on our cultural perspective.

If we are recruiting Russian Sales Managers to sell in Russia, and Chinese Graduates to grow the markets in China, we must adapt to different forms of self-presentation.

But how can we relate to communication patterns which lie outside of what we already know? Our trainings and methods in modern aptitude testing will give you the direction.

»In our interview process with interpool we learned a lot about why we like or dislike certain candidates, and how our cultural imprint makes us so subjectively assess their competencies and personalities.«



Annika Haug
 Recruitment
 Section Manager,
 EASA - European
 Aviation Safety
 Agency

Diagnostics in Talent Management

Do our talents conform to the cultural norm at Headquarters?
Are they supposed to?

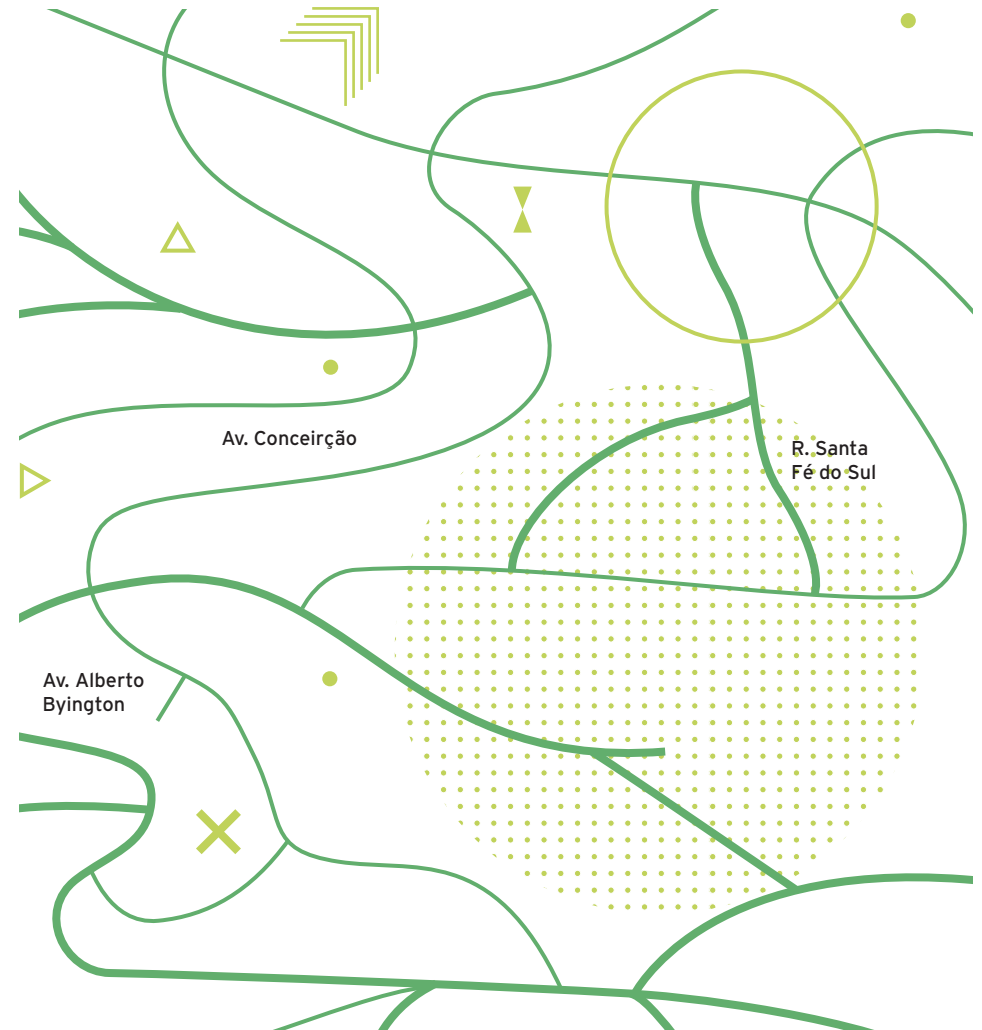
In order to identify the best people for the future of our organization, we should include our talent from every international location. If we want to be innovative, flexible and globally successful, we have no resources to waste.

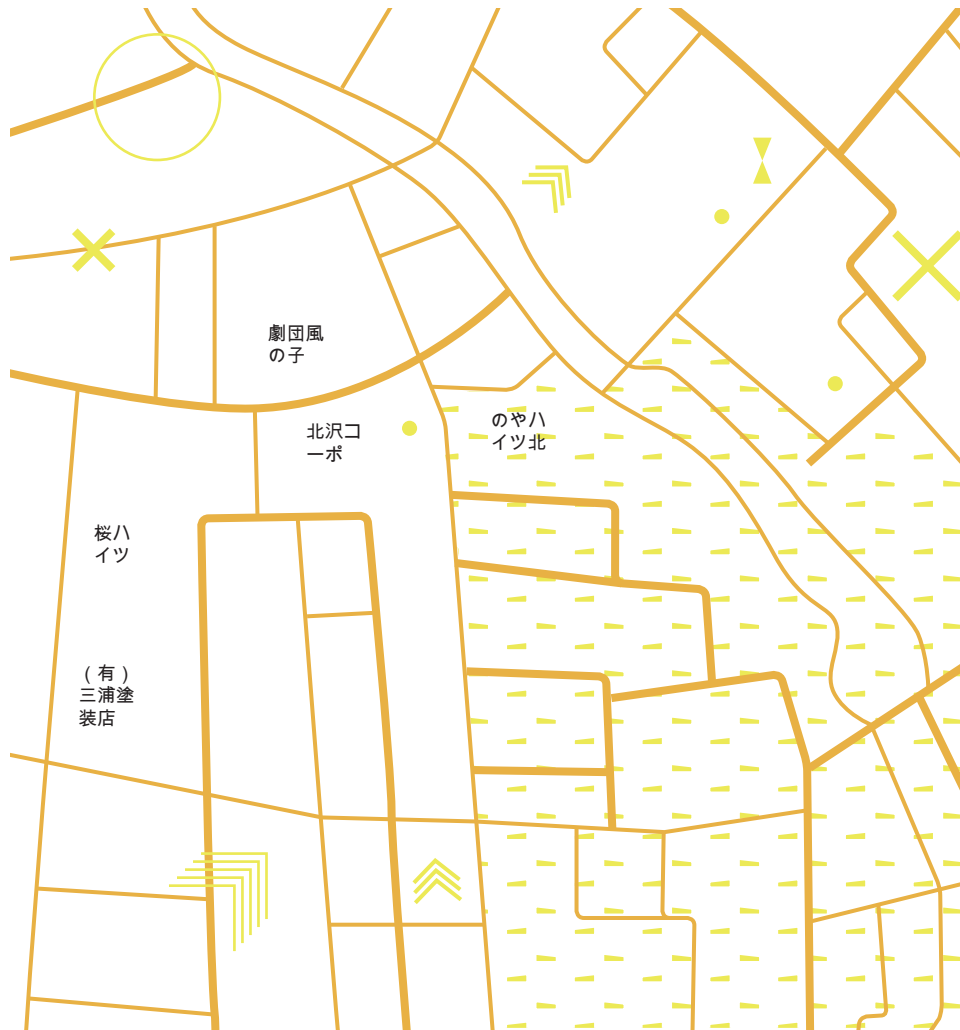
In a global organization, it is essential to develop a culturally sensitive Talent Management while integrating headquarters' values and traditions. Our Development Centers and Management Audits provide the orientation for this.

- K EY PERFORMANCE INDICATORS
- L EARNING EXPERIENCE
- M ANAGEMENT AUDITS
- N ON - DISCRIMINATIVE
- O RGANIZATIONAL DEVELOPMENT

»We expected interpool to provide competent and scientifically sound support, and to help us work on new ideas and inspirations. These expectations were fulfilled completely, and their communication was exceptionally friendly and professional.«

Frank Poschen
VP Global Human Resources,
Grünenthal Pharma





- P ERFORMANCE EVALUATION
- Q UESTION FORMATS
- R ECRUITMENT
- S UCCESION PLANNING
- T ALENT MANAGEMENT
- U NDERSTANDING

International Recruitment

In our pursuit of the right candidates, we know no geographic borders.

As an international recruitment agency, we are expected to find outstanding people – rightly so. Our networks in over 40 countries enable us to attract the best applicants across the globe, often in many countries at the same time. Our thorough pre-selection is then based on what both Headquarters and local managers expect from the position.

Doing so, our expertise in assessing a culturally diverse group of candidates is our compass.



Jim Thomas

Head of International Sales,
MATE Inc., USA

»We very much appreciate our cooperation with interpool in our international recruiting processes. Their intercultural background helps us enormously. They have an out-of-the-box take on recruiting and ask the right questions about our business, while keeping in mind and understanding the individual objective of the position.«

JAPAN/TOKYO

- V ALUES & VARIETY
- W ESTERN VS EASTERN IMPRINT
- X ECUTIVE SEARCH
- Y - GENERATION
- Z IGG-ZAGG ARGUMENTATION

State-of-the-Art Methodology

» Scientifically sound and diverting.«

Prof. Dr. Werner Sarges, Author of »Management-Diagnostik«

» An outstandingly well-written book.«

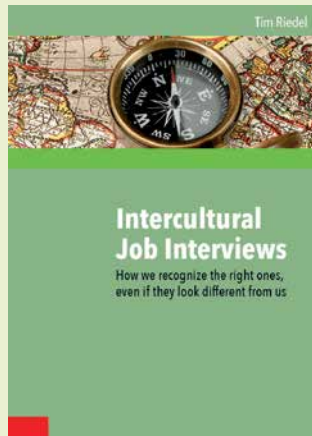
Katharina Heuer, CEO of the German Society for Human Resources Management (DGFP)

» A fascinating topic – approached in a practical and knowledgable way.«

Prof. Dr. Gunther Olesch, CEO Human Resources, IT and Law, PHOENIX CONTACT

» Congratulations, this is a piece of excellence!«

Prof. Dr. Jürgen Henze, Professor of Comparative Education and China Expert at Humboldt University Berlin



» Multifaceted and well-researched.«

Stefan Brindt, Head of Recruiting at the Federal Association of HR Managers (BPM)

» A must-read for managers in the field of international human resources.«

Frank Bannys, Author of »Intercultural Management«

EGYPT / CAIRO

»The cooperation with interpool was truly varied, characterized by a high level of expertise. Through this, it became apparent again that a global recruitment without a proper cross-cultural preparation is unlikely to be successful.«

Nurén Qu

International HR Manager, Schuler AG





intercultural. skills. assessment.

INNOVATION

INTERVIEW TRAININGS

MANAGEMENT AUDITS

EXECUTIVE SEARCH