



## SKILLS TRANSFER COACHING

This bridge between diagnosis and personal development transfers accountability and fosters development. After an aptitude appraisal (e.g. Assessment Centre or Development Centre), the issue arises as to how participants can quickly work on their respective areas for development. Skills transfer coaching closes the gap between an identified need based on a solid diagnosis and focused personal development that builds towards fulfilling that need.

### When is skills transfer coaching valuable?

*"It's a shame when the spike in motivation experienced by participants after a selection process isn't quickly harnessed toward development."*

A typical starting point for the effective use of PE-Solution skills transfer coaching

If soon after the process you have the intent, budget and time available for a meeting, then skills transfer coaching is the right approach for you. Skills transfer coaching aims to draw concrete, binding supportive measures, and identify responsibilities, for example, from the results shown by an

Assessment Centre (AC) and from the personal development recommendations set out in the AC report. By offering transparency and the opportunity to answer any questions, you achieve greater participant involvement and more sustained enthusiasm for development.

## What makes skills transfer coaching effective?

Ideally, four parties are involved in the process: the participant, of course – for example, a young and enthusiastic manager who has “got to the bottom of things” after an Assessment Centre and critical and appreciative AC report; the participant’s manager; the assigned personnel development manager; and our consultant, who moderates the process, bringing a range of ideas to the table and providing informed advice on follow-up measures.

During the first part of the meeting (approx. 1 hour) there is an open discussion between the participant and the consultant. Potentially sensitive issues are brought to light and the participant’s questions are answered. Following this, the participant develops ideas on how to work on the development areas s/he has selected and prioritised for him/herself.

The consultant supports him/her in this process through solution-focused coaching techniques, and helps plan concrete next steps.

The manager and personnel development manager only join the process once suitable success criteria for securing skills transfer have been discussed. The participant then presents his/her ideas. Everyone discusses how these ideas are to be implemented and bindingly agreed (approx. 1 hour). Our consultant supports this process and ensures that agreements are reached for each of the participant’s development areas, and that s/he receives the appropriate level of support from his/her internal counterparts. This ensures that the future manager is actively involved in the process.



### Get in touch

Do you have questions? Or would you a preliminary consultation? Then feel free to call or just send us an email with your questions!

### PE-Solution

Frankfurter Straße 3A | 38122 Braunschweig | Germany  
Phone: +49 531 120 456 789  
info@pe-solution.de

[PE-SOLUTION.COM](https://www.pe-solution.com)