



Unleash your power

We create analytical insights
to boost peoples minds for a better performance

permitt  analytics



Sustainable consulting skills

With our certification, you will expand your repertoire of methods with scientific and web-based tools



CERTIFICATION
CONGRID® TEAM ANALYST



THE CONGRID® TEAM ANALYSIS

Brief profile

With the congrid® team app, you set a new benchmark in the performance-oriented development of teams and demonstrate digital readiness. The congrid® team analysis provides you with deep insights into the true dynamics of teams and guarantees efficient team development with measurable success.

MANAGE TEAM CHANGES WITH A CLEAR GOAL

Use the findings to make better, well-founded decisions in order to achieve ambitious goals together. The change process can be customized and remains transparent and controllable at all times during implementation.

INCREASE THE PERFORMANCE OF THE TEAM

The congrid® team report is the ideal basis for needs-oriented planning and implementation of team development measures. With the valuable knowledge of the actual focus topics, you can quickly recognize the performance of teams in order to increase it in a targeted manner through tailor-made activities. Regular monitoring gives you important insights into the progress of change and the assessment of development success.

DECODE THE DNA OF THE TEAM

With the congrid® team analysis, you receive a data-based picture of your team dynamics and save the effort and costs of traditional workshops, with significantly better results. With intelligent interviewing, you capture the inner worlds of the team members, which we systematically evaluate on the basis of mathematical algorithms. Benefit from a clearly structured team report that reflects the individual DNA of the team. Recognize similarities, differences and development potential of the team and enable each team member to determine their individual position in the context of the team.



**WITH THE CONGRID® TEAM
ANALYSIS
YOU RECEIVE A DATA
BASED GUIDE
TO INCREASE TEAM
PERFORMANCE**





A DIGITAL REPERTORY GRID METHOD

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The congrid® team analysis is based on the repertory grid technique and draws on the inner constructs that each team member constructs for themselves based on their emotional needs and experiences. It is a systemic-constructivist method for reconstructing subjective realities and enables the systematic recording of individual motives, values, competencies, opinions, attitudes and stances. The method can systematically record these subjective realities and automatically structure, compare and evaluate them.

BRIEF PROFILE

- Integrates the advantages of qualitative and quantitative methods
- Based on a scientific approach and precise mathematical analysis algorithms
- Interview and analysis are web-based
- Automated evaluations, attractive results graphics
- Individualized team reports, automated and flexibly configurable
- Preparation of the team report within 1-2 days after the last interview
- Basis for customized team development
- Can be used as an individual (management) feedback tool and multi-source feedback
- Team comparisons and benchmarks possible

FIELDS OF APPLICATION

- Analyses for the C-level management team
- Analyses for managers with their teams
- Data-based preparation of offsites for the C-level management team
- Data-based preparation of team offsites
- Data-based preparation of executive events
- Data-based onboarding of managers





YOUR BENEFITS

congrid® Team analyst

FOR YOU AS A CONSULTANT

- You expand and professionalize your analysis skills with a highly intelligent team analysis app and prove digital readiness
- On the basis of valid results that come from within the team, the acceptance of the results by your customers increases significantly, and therefore also for you



FOR YOUR CUSTOMERS

- Your GPS for team development - you provide your customers with a data-based team report with an exact location determination
- Your customers immediately recognize what the team should overcome, where its strong resources lie and what it should gain to optimize performance
- You can plan, implement, control and measure development processes for your customers remotely in a targeted manner
- The digital congrid® team analysis replaces a conventional kick-off workshop, with significantly more valid results and considerable cost and time savings for your customers
- Your customers receive planning certainty by excluding erroneous assumptions and hypotheses
- You create clarity for your customers by clarifying semantics and thus communication
- You capture and value the opinions and attitudes of each team member by conducting in-depth interviews yourself - live or web-based via app - congrid . ®
- You can call up the individual results at the touch of a button and reflect on them with each individual team member - you have thus initiated an important initial intervention: self-reflection





IN CERTIFICATION - A BRIEF OVERVIEW

congrid® Team analyst

CONTENTS OF THE CERTIFICATION

(3 days presence)

- Repertory Grid in theory and digital practice
- Development of the survey design - elements and constructs
- The true art of conducting interviews in attitude and action
- Intensive interview training in tandems
- Pure self-reflection - interview process and reflection on results
- Technical know-how for survey design and interview tool
- Evaluation tools and options for team reports
- Digital team reports pave the way for performance-oriented team development
- The congrid® team analysis as a basis for highly individualized (leadership) feedback and multi-source feedback in the team
- Possibilities for designing effective team development processes (remote and live)
- Use cases





THE PROCESS AFTER CERTIFICATION

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As a certified congrid® team analyst, you will receive access to the congrid® team analysis app, create the team and configure the survey design

You can show the interviewee their individual results immediately after the interview and reflect on them together

You plan the team development process on the basis of the team report. process, which can also be carried out remotely - the usual kick-off workshop is no longer necessary

The recorded interview results are structured and evaluated by the congrid® algorithm and visualized in an easy-to-understand 3D space

You conduct the interviews web-based with the congrid® remote system - duration approx. 1 hour per team member

Creation of congrid® team analysis report - a:e permitto congrid® Senior Analyst creates an attractive and individualized team report based on all interview results and sends you the password-protected web link to the report via e-mail



OPTIONAL

- ... we offer you the possibility of a one-hour reflection meeting on the evaluation with a congrid® Senior Analyst
- ... we are also happy to advise you on the planning and implementation of your team developments





ADDITIONAL QUALIFICATION

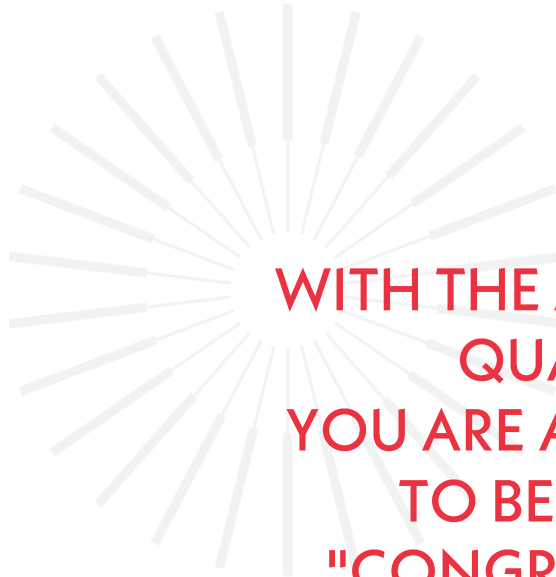
congrid Organizational Analyst:in COA®

ONLY ONE DAY ADDITIONAL - CONGRID® ORGANIZATIONAL ANALYSIS:IN WERDEN

As a team analyst, you have a powerful interview and analysis tool in your hands. You are familiar with the foundation of congrid®, the repertory grid technique. You are perfect at conducting interviews and know that multi-perspectivity is required and can be mapped.

The congrid® organizational analysis follows the same foundation and a similar principle. Organizational contexts are "only" much more complex. As a congrid® organizational analyst, you will learn how to work on complex organizational issues with congrid® and how to you can plan, implement, manage and measure change and transformation processes in a targeted manner.

Experience in organizational development is a prerequisite for this additional qualification.



**WITH THE ADDITIONAL
QUALIFICATION
YOU ARE AUTHORIZED
TO BEAR THE TITLE
"CONGRID® MASTER"**





GOOD TO KNOW

congrid® Teamanalyst:in

For whom	External and internal change consultants, organizational & personnel developers, change managers
Duration	3 days presence
Price	6.000,- EUR plus VAT and conference fee
Optional	1 day congrid® Organizational Analysis Certification, Price 2.000,- EUR plus VAT and conference fee
License	Purchase of the congrid® team analysis report according to valid price list



The congrid® organizational analysis clearly showed us our areas of action for the future. Instead of relying on traditional management development, we implemented our agenda directly with the managers in their teams. This gave us much faster access to the change process. In addition to the congrid® team analysis, which provides a deep insight into the respective team, we also used leadership feedback for sales, which was developed by permitto. We achieved our ambitious goals within 2 years. This process was accompanied by permitto.

THOMAS ROSENFELD

Member of the Board of Managing Directors BW BANK





IN GOOD COOPERATION

Our references





TALK TO US

Contact persons



SAVO A. KLINGEN
Managing Partner

savo.klingen@permitto-analytics.com
+49 171.17 17 44 6



JÖRG SCHWITALLA
Managing Partner

joerg.schwitalla@permitto-analytics.com
+49 170.62 72 70 2



TANIA DURÁ
Project Manager

tania.dura@permitto-analytics.com
+49 170.24 57 87 8



TAMMY ADELHOFER
Project Coordinator

tammy.adelhofer@permitto-analytics.com
+49 171.33 38 68 8

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Unleash your power

We create analytical insights
to boost people's minds
for a better performance

permitto analytics gmbh

Schöne Aussicht 29 - DE-65193 Wiesbaden
+49 611.40 03 13 0-0
info@permitto-analytics.com

