

# BMW Group



BMW sets future standards today with the **Human Performance Suite**.



## Requirement

For BMW, its strategic objective has always been clear – to be the leading provider of premium products and services for individual mobility.

It is for this reason, BMW attached great importance to the development of its employees across the globe. Then as the company cites “identifying potential and encouraging growth, knowing what we represent, recognizing where our strengths lie and making the best use of every opportunity ... is the philosophy that inspires every individual at the BMW Group. It influences the company’s structure and it plays a vital role in our decision-making process.”

## Solution

To achieve its objective, BMW turned to Comartis’ Human Performance Suite (HPS).

Implemented in the area of After Sales, under the name CompAS (Competence Management After Sales), the system aids in the definition of target competencies, the measurement of employee proficiency and the timely planning of demand-oriented education programs.

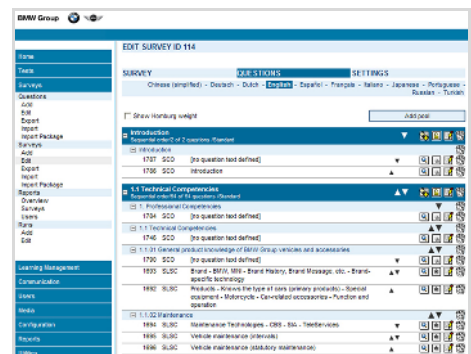
Key to the process are a variety of online evaluation methods including self-assessments, third party assessments and knowledge tests. The results of which can be filtered, analyzed and viewed as desired – for example by country, dealer or function – to give BMW a more accurate picture of the competences of its worldwide staff and allow it to create and deliver more personalized training programs.

BMW also uses the HPS as a recruitment tool to uniform its job application process and to pre-screen potential candidates through online assessments.

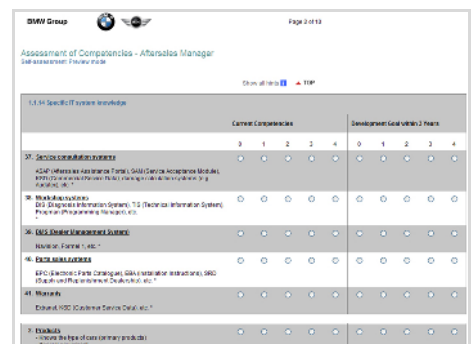
“Our experiences with Comartis and the Human Performance Suite have been, as our slogan, a ‘sheer driving pleasure’.”

## About BMW

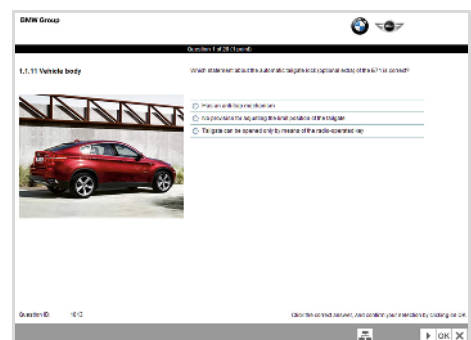
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Survey development in administration interface



Survey in user interface



Test in user interface