

# Case Study



## Company Profile

The cologne institute for management consulting (KI.M) was founded in 1999 with the aspiration to develop people in organizations and their systems towards a higher level of performance and satisfaction in a responsible way. Its understanding of consulting goes beyond our ordinary services. For the implementation of digital solutions, KI.BIT was founded as a digital subsidiary in 2017.

## Technologies



## KI.M: Scalable assessment centers in the Microsoft Cloud with Azure

### Challenges

- Complex and lengthy analogue administration of assessment centers
- The market requires decentralized management and performance of assessment centers
- Sustainable realization and execution of assessment and development centers (e.g., paperless)
- Predefined IT budget

### Solution

- Moving the KI.PAT technology to the Microsoft cloud
- Modern, scalable and secure managed Kubernetes infrastructure on Microsoft Azure PaaS
- Fully automated provisioning of infrastructure and software components
- Use of novaCapta's Azure best practices

### Benefit

- Streamlining of administrative efforts and possibility of decentralized execution of assessment centers based on a browser-based application for the observation and assessment of candidates
- Sustainable execution of assessment centers without travel costs and waste of resources
- Fully automated provision of assessment-specific documents in digital form

Assessment centers, in which several candidates solve a wide variety of tasks on site and over the course of a day, were part of the standard repertoire at the cologne institute for management consulting (KI.M). In order to offer a modern solution, to reach candidates in a contemporary way in the future, to save recruiters travel expenses and to avoid paper printouts, the company wanted to develop digital assessment centers. The idea for the development of KI.PAT was born. „The market requires the flexible and mobile delivery of assessment centers. This is relevant for companies to remain competitive, but it is also a matter of the heart for us, since such a digital model saves between 200 to 300 sheets of paper per run. Sustainability was an important factor for us in this project,” explains Momme Jürgensen, Managing Consultant and Managing Director KI.BIT.

## Flexibility in the cloud with Azure

Together, the infrastructure requirements for the application were determined and the necessary structure was provided by novaCapta. Due to limited IT resources and the need for high scalability, flexibility and security, a managed approach in the Microsoft Azure cloud was chosen. Here, Azure PaaS (Platform-as-a-Service) is used exclusively. This way, the entire workload runs completely in the cloud and the operating costs are kept as low as possible. As a result, there was no need for KI.M to have its own hardware, maintenance and upkeep. Moreover, Microsoft ensures security within the cloud through a high commitment of resources and regular updates, which was a high concern for KI.M in order to protect the sensitive and personal data of the candidates. In addition to more than 3,500 security experts who focus on the protection and security of customer data, Microsoft invests more than 1 billion US dollars in research and development of its cybersecurity.



“The flexible and easy scalability of Azure is a big plus for us. With one „click“ we can get the resources we need as well as cancel them without having to enter contract periods that cause costs in the long run.”

Momme Jürgensen - Managing Consultant and Managing Director KI.BIT, Kölner Institut für Managementberatung GmbH & Co. KG

## Digitalization with KI.PAT

The cologne institute for management consulting and novaCapta developed KI.PAT together to provide one solution that digitalizes and simplifies both the entire assessment center and development process as well as the management. The web-based application now enables companies to manage the entire process online using tablets or laptops. However, the digital solution also raised the question of the right IT infrastructure.

The application was realized with Azure Kubernetes Services (AKS). AKS enables a microservice architecture and thus a container-based, i.e., modular, application. This also guaranteed the high scalability of the solution. Required resources in the cloud can be scaled up as well as down. This is a core requirement for KI.M in order to flexibly adapt its solution to its own needs at any time. novaCapta supported the fully automated set-up of the Azure infrastructure. The project also benefits from novaCapta's best practices approach for governance, compliance and security to ensure that KI.PAT's sensitive data is protected in the best possible way in the cloud.

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