



## Benefits Include:

- Understanding your people's development needs
- Identify your high performing personnel and key talent
- Identify the requirement for behavioural change
- Base-line potential, development needs and profile your team/organisation
- Grow and develop your people and organisation for the future.

## Development Centres

### Knowing and Understanding How to Develop Your People: Using a Development Centre

#### Why Development Centres?

The success of your organisation depends on your most important asset - your people. So that means you already have three key challenges. Firstly, you have to attract the right people, secondly you have to choose the right people, and thirdly you have to keep the right people. Fail to recognise your key talent and they will go to an organisation that does. Fail to develop your people in a way that aligns both your organisation's needs and values with their own, will surely result in an increase in staff turnover and a decrease in organisational performance/effectiveness.

#### About our Development Centres

Like our Assessment Centres our Development Centres are designed in line with CIPD and BPS Best Practice, and will be tailored to meet your individual needs and company culture. Our Development Centres can include any of the following:

- Personality profiling tools such as the Myers Briggs Type Indicator
- Personality assessment tools such as the 16pf and OPQ
- 360 Feedback tools
- MAP Assessment for Managers
- In-tray exercises
- Team communication tasks
- Simulated and work related tasks through the use of highly experienced actors
- Coaching

Our Development Centres are not something that is 'done to' your employees. It is important to us and for you that everyone buys in to the whole process. We create transparent, relaxed and open relationships with all candidates to ensure we get the best out of them. We design highly objective Development Centres that enable the delivery of personalised feedback and provide recommendations through a personalised development report that support and increase personal, team and organisational performance. All of our consultants are experts in the delivery of Development Centres being highly skilled, trained and accredited.

## Testimonials:

Schlumberger: Kuala Lumpa:

*"Group work with people from different social style and personalities made the exercises a good platform to access personal development areas; I'm very confident that this programme will be very helpful for me and my job; Very critical for me as a Sales Person where it highlights my weaknesses and areas I need to improve on."*

BMW Performance Centre, Reading:

*"I have taken so much from the experience and it has really had a massive impact on what I want to do in both my work and personal life, so a definite course that I will be recommending to my leadership colleagues."*

## Who is it for?

We all have a need for growth and development and all organisations have a need to have their staff be the best they can be. For these reasons, our Development Centres are suitable for all of your people.

## Dates & Locations:

Our Development Centres come to you or a venue of your choice. We can also deliver our Development Centres at a number of specialist outdoor venues throughout the country.

## How much?

All of our Development Centres are bespoke and designed with your exact needs and requirements in mind. Contact us to for a competitive price and to discuss your development needs.

Developing  
Potential (UK)



0800 043 5730

[www.developing-potential.co.uk](http://www.developing-potential.co.uk)