

	ASSESSMENT CENTRE	DEVELOPMENT CENTRE	LEARNING CENTRE	COLLABORATIVE CENTRE	FUNCTIONAL CENTRE
<i>Objectives</i>	<ul style="list-style-type: none"> To select the most suitable candidate(s) for a position or management-leadership level in an organisation. To determine candidate(s) managerial-leadership potential for various positions/levels. 	<ul style="list-style-type: none"> To identify manager-leader development needs. To do management development planning. 	<ul style="list-style-type: none"> To identify manager-leader development needs. To do management development planning. To transfer learning while assessment is taking place. 	<ul style="list-style-type: none"> To effectively coach delegates on leadership principles. To give delegates insight with delegates into their own behaviour and the consequences thereof. To obtain buy-in and understanding of development needs from the delegates. To give delegates the opportunity to experiment with new behaviour in a safe environment and receive objective feedback. 	<ul style="list-style-type: none"> To identify development needs in a functional capacity (Sales, Marketing, Human Resources). To do functional development planning. OR To select the most suitable candidate for a functional position.
<i>Target Group</i>	<ul style="list-style-type: none"> Senior Management Level Middle Management Level First-line Management Level 	<ul style="list-style-type: none"> Senior Management Level Middle Management Level First-line Management Level 	<ul style="list-style-type: none"> Senior Management Level Middle Management Level First-line Management Level 	<ul style="list-style-type: none"> Senior Management Level Middle Management Level First-line Management Level 	People working in a specialist or functional capacity. OR People wanting to work in a specialist or functional capacity.
<i>Techniques Used</i>	<ul style="list-style-type: none"> <i>Simulations:</i> <ul style="list-style-type: none"> In-Basket Counselling Discussion Assigned-leader Group Discussion Analysis Exercise Business Presentation <i>Psychometrics</i> <i>Questionnaires</i> <i>Interviews</i> 	<ul style="list-style-type: none"> <i>Simulations:</i> <ul style="list-style-type: none"> In-Basket Counselling Discussion Assigned-leader Group Discussion Analysis Exercise Business Presentation <i>Psychometrics</i> <i>Questionnaires</i> <i>Interviews</i> 	<ul style="list-style-type: none"> <i>Simulations:</i> <ul style="list-style-type: none"> In-Basket Counselling Discussion Assigned-leader Group Discussion Analysis Exercise Business Presentation <i>Psychometrics</i> <i>Questionnaires</i> <i>Interviews</i> 	<ul style="list-style-type: none"> <i>Simulations:</i> <ul style="list-style-type: none"> In-Basket Counselling Discussion Assigned-leader Group Discussion Analysis Exercise Business Presentation <i>Psychometrics</i> <i>Questionnaires</i> <i>Interviews</i> 	<ul style="list-style-type: none"> <i>Simulations:</i> <ul style="list-style-type: none"> Competency-based simulations are developed in line with your needs. The simulations reflect the uniqueness and complexity of the specific functional position/job. <i>Psychometrics</i> <i>Interviews</i> <i>Questionnaires</i>
<i>Deliverables</i>	<ul style="list-style-type: none"> An integrated report, with recommendations, tailored to your needs. A feedback session, discussing the recommendations. Optional extras. 	<ul style="list-style-type: none"> A detailed individual report for each delegate. An individual development plan for each delegate. A feedback session with each delegate after the centre. Follow-up discussions with individual delegates every six to eight months, until their development plan is completed. Optional extras. 	<ul style="list-style-type: none"> A detailed individual report for each delegate. An individual development plan for each delegate. A feedback session with each delegate after the centre. Follow-up discussions with individual delegates every six to eight months, until their development plan is completed. Optional extras 	<ul style="list-style-type: none"> A detailed individual report for each delegate. The report is written by the delegates themselves under the guidance of the facilitator. An individual development plan for each delegate. Delegates, guided by their facilitator, prepare the development plans. A feedback session with each delegate and their manager after the centre. Follow-up discussions with each delegate every six to eight months, until their development plan is completed. Optional extras. 	<ul style="list-style-type: none"> A detailed individual report for each delegate. An individual development plan for each delegate. A feedback session with each delegate and their manager after the centre. Follow-up discussions with each delegate every six to eight months, until the development plan is completed. Optional extras. OR An integrated report, with recommendations, tailored to your needs. A feedback session, discussing the recommendations. Optional extras.
<i>Duration</i>	One to two days, depending on the choice of techniques.	Two days.	Two-and-a-half days.	Three days.	One-and-a-half days (non-collaborative version). Three days (collaborative version).
<i>Benefits</i>	<ul style="list-style-type: none"> Your selection decision is based on results from a culturally neutral scientific process. This minimises subjectivity and the chances of unfair discrimination. Since the competencies evaluated during the Assessment Centre are the competencies required of the incumbent in the position, the Assessment Centre adheres to the selection requirements stipulated in the Employment Equity Act number 55 of 1998. The choice of techniques provides a more comprehensive picture of the candidates. This allows for more information to be considered in the selection decision. 	<ul style="list-style-type: none"> Each delegate has a unique development plan, tailored to current manager-leader development needs. Cost effective training and development can take place since only needs driven training is required. Workplace Skills Plans can accurately reflect the needs of the organisation's manager-leaders, skills levies can easier be claimed back. 	<ul style="list-style-type: none"> Additional to the benefits of a Development Centre, learning can also take place during a Learning Centre. During the debriefing sessions delegates receive generic feedback on the techniques used and theoretical input that they can apply during the next exercise. Delegates have better insight into their performance during an exercise and are therefore more open to accepting development recommendations. 	<ul style="list-style-type: none"> Individualised coaching relevant to the delegate's performance. Immediate feedback to the delegates about their performance. Intensive individual attention is given to the delegate. Opportunity to practice the new manager-leader skill(s). Increased commitment to own management-leadership development. Greater acceptance of manager-leader strengths and development areas by the delegate. 	Depending on the purpose of the Centre, the same benefits as for Assessment and Development Centres can be experienced.