

Designing & Producing a Development Centre

Duration: 1 day

Course Overview

Welcome to the 'Designing & Producing a Development Centre' training program! This comprehensive one-day workshop is designed to equip participants with the essential knowledge and skills needed to create and execute effective development centres within their organisations. A development centre is a powerful tool for assessing and enhancing the competencies, skills, and potential of employees to foster their professional growth and organisational success.

Throughout this training, delegates will explore the core principles of designing and producing a development centre, allowing them to identify and apply best practices that align with their organisation's development goals. Participants will understand the significance of development centres in identifying skill gaps, nurturing leadership potential, and fostering a culture of continuous learning and improvement.

Who should attend?

This training program is designed for HR professionals, talent managers, learning and development specialists, and individuals responsible for nurturing employee growth and potential within their organisations. It is suitable for both newcomers to the field and experienced professionals seeking to enhance their skills in designing and producing development centres.

How certification is earned

Upon successful completion of this course, you will be awarded a certificate of attendance from Expleo Academy.

Related courses

Attendees may also be subsequently interested in

- Criteria & Competency Based Interviewing Skills

Prerequisites & pre-reading guidelines

There are no specific prerequisites for this course.

Context

In this workshop you will explore the core principles of designing and producing a development centre, to identify and apply best practices that align with organisation development goals.

Course Objectives

On completion of this training, attendees will be able to:

- Comprehend the key components and benefits of a development centre
- Design a development centre tailored to meet specific organisational objectives and employee development needs
- Develop relevant and impactful developmental assessment tools and exercises
- Implement fair and unbiased assessment processes that adhere to industry best practices
- Conduct developmental feedback and coaching sessions effectively
- Utilise development centre outcomes to create personalised development plans for employees

Course Outline

Introduction to Development Centres

- Definition and objectives
- Benefits of development centres
- Key considerations for implementation

Designing a Development Centre

- Identifying organisational development needs and goals
- Competency framework development for development centres
- Creating a comprehensive development centre structure

Developing Developmental Assessment Tools

- Identifying relevant assessment tools (e.g., role-plays, feedback exercises)
- Aligning assessment tools with development objectives
- Ensuring the reliability and validity of assessment methods

Implementing Fair and Unbiased Assessments

- Addressing potential biases in the assessment process
- Promoting diversity and inclusion in development centres
- Ensuring ethical and respectful conduct during assessments

Conducting Developmental Feedback and Coaching

- Providing constructive feedback to participants
- Utilising feedback for individual development planning
- Coaching techniques for fostering growth and improvement

Creating Personalised Development Plans

- Analysing development centre outcomes
- Developing individualised development plans
- Integrating development plans with organisational objectives

By the end of this training, participants will have the expertise to design and produce impactful development centres that aid in identifying talent potential and driving employee growth and development. Join us for this transformative learning experience and empower your organisation with effective developmental strategies to nurture a skilled and agile workforce.

Training Methodology

The training program will follow an engaging and interactive methodology to cater to diverse learning preferences. The approach will include:

- Expert-led presentations and discussions
- Real-life case studies and success stories of development centres
- Group exercises and role-playing scenarios
- Interactive workshops to design developmental assessment tools
- Practice sessions for conducting feedback and coaching conversations
- Q&A sessions to foster a deeper understanding of key concepts

Contact

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