Leadership & Management Development

4.3 Designing & Producing a Development Centre

The programmes within this Business Development pillar are not "off-the-shelf" courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect how your organisation actually creates value, wins work and sustains client relationships. What appears to be a requirement for "sales training" often points to something deeper – commercial confidence, consultative thinking, internal collaboration or the ability to articulate value with credibility.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how opportunity is identified, pursued and converted and what kind of development will genuinely shift commercial behaviour. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Management and Leadership and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

Development centres provide a powerful and constructive way of building capability, accelerating growth and preparing people for future roles. Unlike assessment centres, their primary purpose is not selection, but insight, learning and development.

This practical one-day programme equips participants with the skills to design and deliver development centres that are role-relevant, fair and genuinely developmental. Participants learn how to translate organisational priorities into meaningful activities, create assessment tools that surface strengths and development needs and deliver feedback that motivates improvement.

Delegates leave with the confidence and practical tools to create development centres that build clarity, strengthen performance and support long-term leadership and talent growth.

Who Should Attend

HR and Learning & Development professionals, talent managers and leaders who want to:

- Accelerate individual and organisational capability
- Create structured development experiences with real impact
- Support succession planning and future readiness
- Provide meaningful developmental feedback
- Translate insight into practical development action

Applicable across all sectors where growth, progression and capability planning are priorities.

Context

Development centres are most effective when they provide clear insight, practical direction and a direct link between assessment and improvement. Poorly designed centres can overwhelm participants, generate confusion and fail to translate learning into change.

At Expleo we help organisations design development centres that build capability with clarity and confidence. This programme enables participants to create experiences that are fair, focused and purposeful, ensuring that every activity and every conversation contributes to real growth and future readiness.

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How Certification is Earned

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

Course Objectives

By the end of this programme participants will be able to:

- Explain the purpose and value of development centres
- Distinguish development centres from assessment centres
- Align centre design to capability and succession needs
- Create exercises that reveal strengths and development areas
- Deliver feedback that motivates improvement
- Translate outcomes into practical development plans

Course Outline

1. Introduction to Development Centres
- Purpose and benefits of developmental assessment
- When development centres add most value

2. Designing the Development Framework
- Identifying development priorities and pathways
- Aligning activities to capability frameworks

3. Creating Development Exercises
- Role-plays, simulations and reflective activities
- Ensuring relevance and practical insight

4. Fairness and Ethical Practice
- Recognising and managing bias
- Creating a safe and supportive experience

5. Developmental Feedback
- Structuring clear and constructive conversations
- Linking insight to growth and performance

6. Creating Development Plans
- Converting outcomes into focused action
- Aligning individual plans to organisational needs

Training Methodology

Interactive and practical learning including:

- Case-based application and real scenarios
- Group design activities and peer review
- Feedback practice with facilitator guidance
- Tools and templates for immediate use

Participants will leave with the capability and confidence to design development centres that build insight, strengthen performance and support long-term organisational growth.

Contact

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