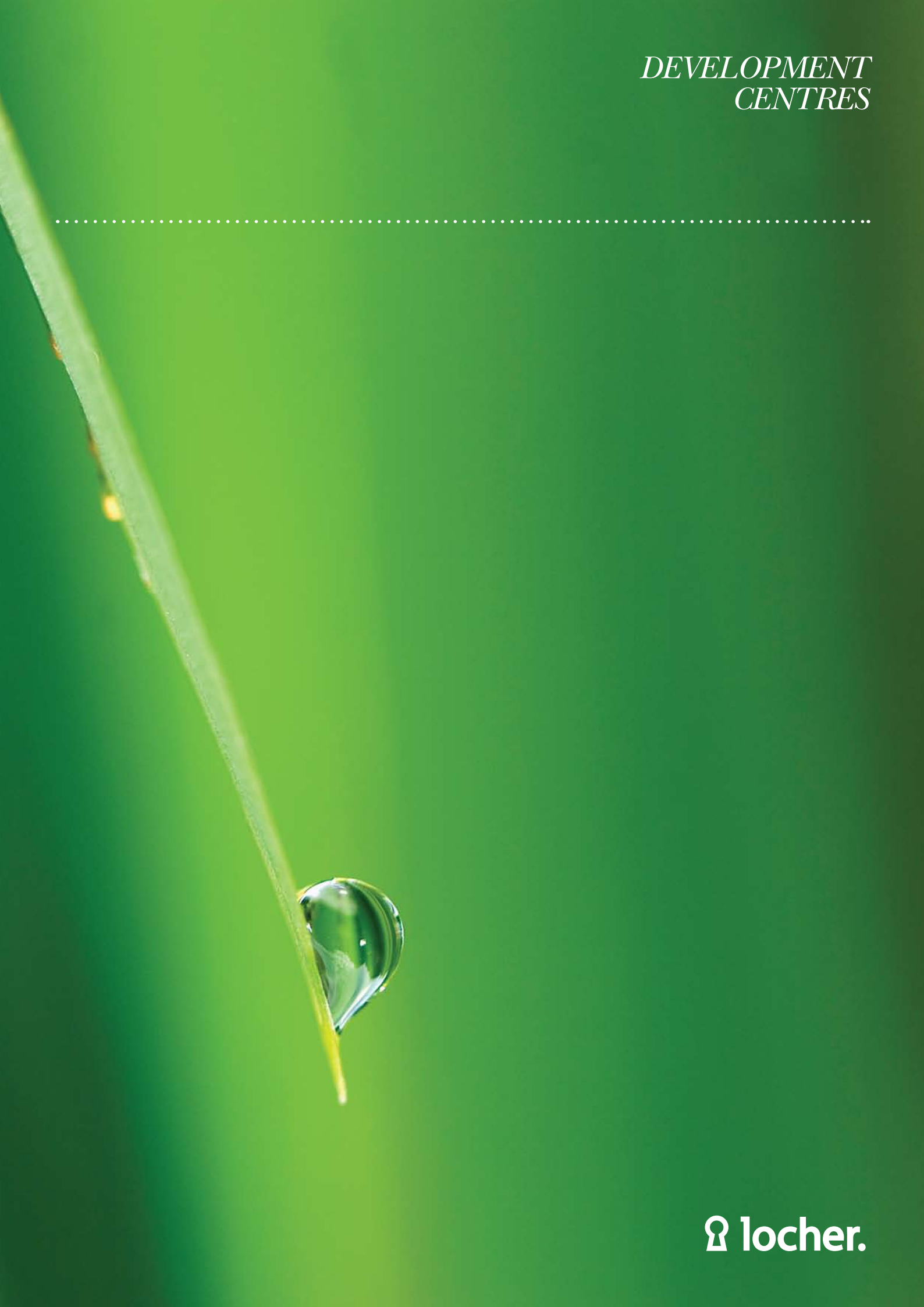
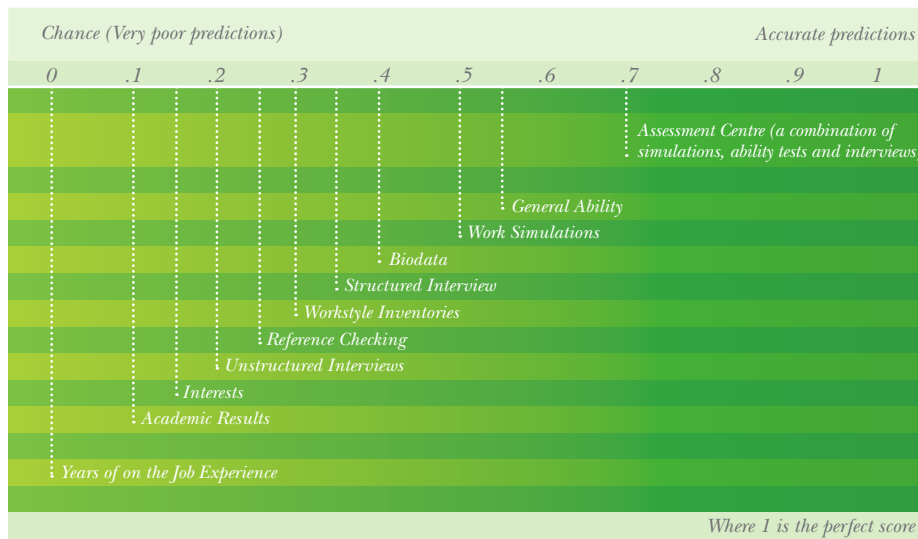


*DEVELOPMENT
CENTRES*



DEVELOPMENT CENTRES

Predictive Validity¹



“Organisations monitor production quality, audit costs and expenditure. Why then should it seem unreasonable for organisations to audit procedures used to select and promote its people?” Mt Eliza Business Journal

What is a Development Centre?

A Development Centre is a methodology, which guides organisations to:

- * Identify participants' competencies against core dimensions sought in current and future roles
- * Identify superior performers for succession planning, mentoring or restructure
- * Identify leaders of the future
- * Identify individual and team development needs
- * Prioritise development and training needs
- * Validate effectiveness of training
- * Inform objective performance management
- * Inform individual development plans

How does it evolve?

Locher's team of organisational psychologists with high-level experience in development centre design, choose from a range of tools and exercises, which provide an interactive measurement of performance, attitude, competency and talent. Centres are tailored to your organisations' needs, the role in question, the seniority and experience of the participants.

Development Centre evolution involves:

- * Client brief – liaising with you to establish parameters, desired outcomes, and confirm timeframes
- * Analyse competency requirements and business objectives
- * Identify participants
- * Design Development Centre
- * Design logistics for venue/assessors
- * Select assessors appropriate to specific centre design
- * Run Development Centre
- * Feedback to you and your participants
- * Link outcomes to development plans, your performance, management system, remuneration, restructuring projects

Development Centre exercises and simulations

May include:

- * Behavioural Interviews
- * Job Simulations
- * Leadership Exercises
- * Written Presentations
- * Business Acumen Exercises
- * Ability Tests
- * Aptitude and Personality Profile
- * Motivational and Values Questionnaires
- * Team Exercises
- * Role Plays

Why Development Centres?

- * To support your retention and development strategies, and staff recognition
- * Align candidate competencies with business strategy, job requirements and corporate culture
- * Mobility, implementing your centres anywhere in the world
- * Ensuring objectivity with a 1:2 ratio of trained assessors
- * Providing a greater understanding of the development needs of your participants

For more information on Development Centres, contact Locher at www.locher.com.au.