

Development centres

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A business that develops its people also develops its own potential. A development centre is one of the most powerful methods for identifying an individual's potential and then creating the development path to take them forward.

Unlike assessment centres, a development centre focuses on people already in the organisation and measures them against the highest level of performance of their own role or one to which they aspire, then helps them to determine what technical or personal development is needed.

Development workshops can be designed for all levels within an organisation and are used to:

- identify career direction
- identify an individual's potential
- measure strengths and development needs relative to potential and career direction
- guide the development planning process
- improve succession planning

Development centres can have varying degrees of assessment in-built. At the assessment end of the spectrum, they are designed to assess how capable a person is of handling a higher-level position. At the developmental end, they generate rich and valuable information regarding their relative strengths and development needs. The focus of the latter is strongly developmental. Ownership is with the individual and the outcome of the centre is seen only as the first phase in a larger development process.

CGR's role in development centres can extend from the design and implementation of the content and process, to ongoing facilitation, management and involvement as observers on the workshops.

Design and implementation services include:

- designing exercises to assess people against specific roles and to probe their strengths and development needs
- designing a process which will work best, both for the individual and for the organisation
- training participants to evaluate their own performance and to exchange feedback with peers
- training observers and facilitators to ensure that the process provides constructive development feedback and support
- advising on methods of building on the results so that the centres properly fulfil their aims

We are able to provide expert observers, all highly skilled and experienced in identifying the relative strengths and development needs of individuals.

We are also able to provide expert facilitators to manage the process, to guide the observers and to provide development coaching for participants.

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