



DEVELOPMENT CENTRE

Our Development Centres (DCs) are springboards to an autonomous development process. So the key questions are: How can we cultivate enthusiasm for self-development? How can what is learned be successfully applied to the workplace with immediate effect?

PE-Solution Development Centres don't discriminate between diagnosis, planning and the ensuing measures. From the offset, they engage people in developing their potential and applying it to the workplace.

When is a Development Centre valuable?

"We want to identify and support the talent available to us. At the same time, we have to do something to hold onto people and make sure we continue to be an attractive employer."

A typical starting point for the effective use of PE-Solution DCs

DCs are a valuable tool when you want to dovetail internal personnel selection and development, with the company's strategic goals. Target questions might include: What do our second level managers

need in order to implement upcoming changes? What does our up-and-coming talent need in order to become our successful managers of the future? Who is suited to what, and who has potential?

What makes our Development Centres effective?

You identify your target group and target questions. We work together to develop a process that suits your needs, and design the DC. In order for DCs to motivate participants to fully engage in the development process, they are involved actively from an early stage, for example, by means of reflective questions or pre-emptive self-observation. DCs involve test activities based on work situations that typically arise in your business. By using a range of self-assessments and reflective phases, participants increase their awareness of the impact of their behaviour, and learn about alternative approaches that can be used directly during implementation. Following each session, participants plan the next steps that will be taken within the workplace. In group-DCs, participants can build learning partnerships. This involves participants observing one another then offering feedback. The self-assessments are rounded off with feedback on the participant's impact on dialogue partners, perhaps by watching a video showing the participant in action, and by completion of a learning journal.

Observer feedback provides a further perspective. We are happy to include your managers and personnel as observers. After receiving input on how to apply the skills learned, participants complete their own development plan. Participants are given further tips in a motivational report, which can be used in subsequent development programmes. A skills transfer coaching session anchors the work of the DC going forward.

Our innovations: The exercises' basis in reality is increased through use of our ReflACTION®-Centre-model, in which participants use stakeholder analysis to develop a behaviour assessment. In other cases, we take test mission-critical situations and adapt them to create realistic simulations for use within the DC. You can select either a specifications profile or an effectiveness-focused tool through our Leadership Impact Assessment (LIA).



Get in touch

Do you have questions? Or would you a preliminary consultation?
Then feel free to call or just send us an email with your questions!

PE-Solution

Frankfurter Straße 3A | 38122 Braunschweig | Germany
Phone: +49 531 120 456 789
info@pe-solution.de

[PE-SOLUTION.COM](https://www.pe-solution.com)