

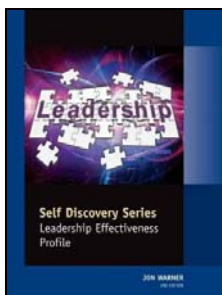
## TALENT MANAGEMENT: MANAGEMENT AND LEADERSHIP SUITE

Management and Leadership development begins with getting a real understanding of the strengths and development needs of both your current management team and those aspiring to leadership roles. The Worldwide Centre for Organisational Development (WCOD), a global leader in producing innovative learning and development solutions, is now offering three separate but complimentary online management and leadership effectiveness assessments with full coaching notes. Each assessment is available in Self, 180°, or 360° formats.



The **Management Effectiveness Profile**, based on extensive management competency research in the US in particular, focuses on the tactical and operational dimensions of management and includes 12 competencies in 4 key areas:

<b>Managing Your Job</b> <ul style="list-style-type: none"> <li>Managing and Prioritizing Time</li> <li>Setting Goals and Standards</li> <li>Planning and Scheduling Work</li> </ul>	<b>Building the Team</b> <ul style="list-style-type: none"> <li>Training, Coaching and Delegating</li> <li>Appraising People and Performance</li> <li>Disciplining and Counseling</li> </ul>
<b>Relating to Others</b> <ul style="list-style-type: none"> <li>Listening and Organizing</li> <li>Giving Clear Information</li> <li>Getting Unbiased Information</li> </ul>	<b>Thinking Clearly</b> <ul style="list-style-type: none"> <li>Identifying and Solving Problems</li> <li>Making Decisions and Weighing Risk</li> <li>Thinking Clearly and Analytically</li> </ul>



The **Leadership Effectiveness Profile** was developed by WCOD over a period of 5 years based on three major research studies in Australia, Canada, and the UK on what leadership (the more visionary and directional rather than managerial) skills were most needed for the 21st century. This research was distilled into the following 8 key competencies:

<b>Personal Competencies</b> <ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Driving Persistence</li> </ul>	<b>Reflection Competencies</b> <ul style="list-style-type: none"> <li>Creative Assimilation</li> <li>Contextual Thinking</li> </ul>
<b>Relational Competencies</b> <ul style="list-style-type: none"> <li>People Enablement</li> <li>Reciprocal Communications</li> </ul>	<b>Action Competencies</b> <ul style="list-style-type: none"> <li>Directional Clarity</li> <li>Change Orchestration</li> </ul>

The **Management Styles Questionnaire**, or MSQ, is based on Douglas McGregor's popular and prevailing Theory X and Theory Y management behaviour. Using 30 questions, the MSQ was developed to help managers to determine their existing style and to raise awareness about the implications of this in the way that they relate to people around them.

The two other assessments in this family are the **Personal Effectiveness Profile** for aspirant leaders and the **Time Management Skills Profile**.



### WHAT'S NEXT?

To take up this offer, or for more information, simply e-mail [Anne@od-center.org](mailto:Anne@od-center.org) your name, company, address, and phone details – someone will get back to your right away.

For 15 years the Worldwide Centre for Organisational Development has been offering its clients best-practice people-based research, consulting services and on-line tools to help maximize human potential. WCOD is located in Los Angeles, California, with offices also in Australia and the UK.



Worldwide Center for Organizational Development (WCOD)  
 110-705 8939 S.Sepulveda Blvd  
 Los Angeles, CA, USA  
 Telephone: +1 (310) 306-0980  
 Fax: +1 (310) 349-3391

Worldwide Centre for Organisational Development (WCOD)  
 5 The Hermitage, Portsmouth Rd  
 Kingston, Surrey, UK KT1 2LZ  
 Telephone: +44 0845 130 9385  
 Fax: +44 0870 759 8384