

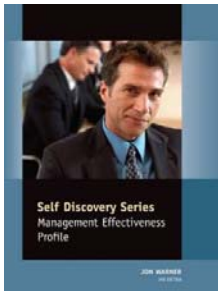
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Talent Management: Management and Leadership Suite

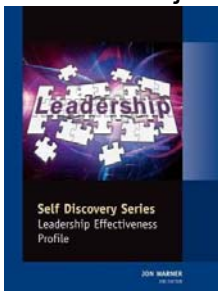
Management and Leadership development begins with getting a real understanding of the Strengths and development needs of both your current management team and those aspiring to leadership roles. The Worldwide Centre for Organizational Development (WCOD), a global leader in producing innovative learning and development solutions, is now offering three separate but complimentary on-line management and leadership effectiveness assessments, with full coaching notes. These assessments are available in self, 180° and 360° options. Each is described below:

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 as follows:



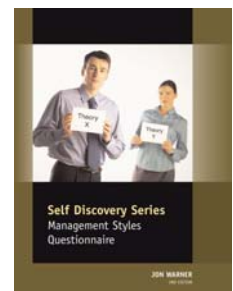
<p>MANAGING YOUR JOB Managing and Prioritizing Time Setting Goals and Standards Planning and Scheduling Work</p>	<p>BUILDING THE TEAM Training, Coaching and Delegating Appraising People and Performance Disciplining and Counselling</p>
<p>RELATING TO OTHERS Listening and Organizing Giving Clear Information Getting Unbiased Information</p>	<p>THINKING CLEARLY Identifying and Solving Problems Making Decisions and Weighing Risk Thinking Clearly and Analytically</p>

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 8 key competencies as follows:



<p>PERSONAL COMPETENCIES Emotional Intelligence Driving Persistence</p>	<p>REFLECTION COMPETENCIES Creative Assimilation Contextual Thinking</p>
<p>RELATIONAL COMPETENCIES People Enablement Reciprocal Communications</p>	<p>ACTION COMPETENCIES Directional Clarity Change Orchestration</p>

The **Management Styles Questionnaire or MSQ** was developed and validated by WCOD over a period of 2 years and is based on Douglas McGregor’s popular and prevailing **Theory X and Theory Y** management behaviour. Using 30 questions, the or 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.



WHAT’S NEXT?

To take up this offer, or for more information, simply e-mail Anne@OD-center.org with your name, company and address, phone details. We will then contact you.

For 15 years the Worldwide Centre for Organizational Development has been offering its clients best-practice people-based research, consulting services and on-line tools to help maximize human potential. WCOD and www.od-center.org (the main web site for the business) are located in Los Angeles, California but with offices also in Australia and the UK.



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