

unfold or
grow?

Development assessments

Goals and benefits

Our development assessments offer the **opportunity to combine a meaningful analysis of potential with direct development impulses**. As an assessment for personal and professional development, they serve as a valuable basis for **effective personnel development** for new hires, junior staff and managers. The focus is on **detailed feedback sequences** and on the **intensive reflection of self-image and external image**. Furthermore, a development assessment can be a starting point for customised coaching and professional reorientation.

The results are provided in the form of verbal feedback and a written report with **focus on detailed individual learning objectives and development proposals**.

As sparring partners, we offer our clients follow-up consulting **on effective individual personnel development** and conduct **detailed feedback sessions**.

Methods and contents

The development assessment is conducted by experienced senior consultants with a background in psychology and extensive competences in coaching or career counselling. We contribute our many years of expertise with managers on all levels, from team leaders to senior executives. The 4-eyes-principle is used in the development assessment in order to ensure the highest possible validity of statements:

- Resource oriented, biographical interview
- Interactive, practice-relevant discussion simulations (challenging leadership, conflict, negotiation, or customer conversations)
- Function-specific presentations or complex case studies for strategic management functions
- Test procedures for analysing, decision-making, problem-solving and management abilities
- Personality and inclination tests, value analysis
- Detailed feedback session with self-reflection
- Development-oriented daily feedback

mpw fulfils the quality standards of the Swiss Assessment Association and the Swiss Association for Quality and Management Systems SQS.

mpw development assessments at a glance

Development short assessment	Development leadership assessment	Extended development leadership assessment	Development management assessment	Development executive-assessment
Qualified specialist/ project management tasks and simple, manageable team leadership	Lower management Manageable, direct leadership functions with operational orientation (team leadership)	Middle management Functions with proportion of conceptual leadership (team and department management)	Top management Functions with a high proportion of strategic leadership (department and division heads)	C-Level Functions with total entrepreneurial and strategic responsibility (company management)
Basic competences: <ul style="list-style-type: none"> • Social skills • Communication • Self-management 	Additional focus: <ul style="list-style-type: none"> • Small to medium span of control • Selective entrepreneurial leadership 	Additional focus: <ul style="list-style-type: none"> • With conceptual and strategic requirements • Change qualities • Dealing with complexity • Demanding direct or indirect leadership • Entrepreneurial leadership in one area 	Additional focus: <ul style="list-style-type: none"> • Strongly conceptually and strategically oriented • Transformation management • Dealing with high complexity • Comprehensive leadership and control • Strategic customer and stakeholder management 	Additional focus: <ul style="list-style-type: none"> • Strategic corporate management in a complex environment • Leadership competence • Empowerment of key persons and committees • Business risk assessment
approx. 4.5 hours	approx. 6.5 hours	approx. 7.5 hours	approx. 8.5 hours	approx. 9-10 hours
<ul style="list-style-type: none"> • Written assessment report: sent within 5 working days at the same time and form to the client and candidate • Detailed feedback session with the assessment participant and on demand the client at mpw or on site at the client's premises (duration approx. 60-90 min); counselling and sparring partners for specific development proposals for personnel development (on & off the job) 				

Customised and flexible

We offer modular, tailor-made solutions and arrange the exercise mix in consultation with you. We highly value professional, quick, flexible and reliable processing. Development assessments can usually be carried out within ten days of order placement and the written report is available within one week. In a detailed feedback meeting following the development assessment, individually suitable development measures on & off the job are jointly developed. (Involving supervisors and/or HR is possible. Upon request mpw offers further counselling: coaching, career counselling, outplacement).

Face to face or remote

The combination of online sequences and on-site implementation allows for a highly flexible design und adaption to your needs. We also conduct development assessments entirely in remote mode.

Languages

German, English, French, Italian