



for more information call
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Development Centres

Gaining Insight to Behaviour

Introduction

A Development Centre is a process which tests and observes participants' behaviours and abilities against a set of criteria or competencies.

Setting the Criteria

The criteria are role specific and focus on the behaviours that have been identified as important for success.

The approach provides the participants with a powerful, useful and positive experience which will give them an excellent opportunity to explore their development needs and potential.

Development Centres offer a more comprehensive and powerful approach than the traditional appraisal/performance management process as they provide an intensive insight into the real person and his/her associated abilities and attitudes.

Training Observers

Once the criteria have been agreed, a team of observers needs to be identified and trained. There should be sufficient observers to ensure that each candidate is observed by more than one observer. The observer training will describe the tasks and what competencies each task is designed to test. A marking system will also be agreed to ensure consistency.

The Development Centre

A Development Centre is an intensive event designed to test the participants while being observed.

Development Company UK Limited

A Development Centre Process will:

- Assess a participant's ability against an agreed set of behaviours
- Identify a participant's specific development needs
- Provide each participant with in-depth, constructive feedback on their performance
- Ensure that the aspirations are supported by the senior managers within the department
- Provide a framework to support each participant as they develop

To read a Development Centre Case Study click [here](#).

For Assessor Skills Training click [here](#) .



The Development Company is an A&DC Business Partner with access to their wide range of Development Centre tools and products.

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