

## MDA Assessment for Development Services

"MDA's development assessment services provide a substantial foundation for improving an organization's performance by improving its talent base."

—Sharon Sackett, Ph.D.  
Vice President of Talent Management  
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There is no question that companies are showing a renewed appreciation for investing in employee development. The reasons are varied – to retain valued talent, accelerate the growth of high potentials, and build a talent pipeline for promotion and succession. In any case, successfully growing talent from the inside doesn't happen without a focused, deliberate strategy.

Whether it's a stand-alone development process that focuses on an individual leader, a full-scale program for an entire organizational level that includes both individual development and talent review, or a development initiative to support succession planning efforts, MDA's Assessment for Development services provide you with a range of options for building a program that will meet your needs and budget.

### MDA's Assessment for Development Options

*Comprehensive Assessment for Development* – a robust assessment process that provides a comprehensive view of development strengths and challenges. It's an ideal option for newly-promoted leaders at all levels, and in other cases when an in-depth assessment is desired. It's also a good choice when you have identified a core group of high potential employees and are looking for a way to accelerate their growth.

*Fast Track for Development* – a streamlined, remote assessment that provides a solid starting point for development planning. It's an excellent option when development planning is new to your organization, or when you have large-scale development efforts that involve a significant number of employees, where cost and geography are a factor.

*360° Observations® Feedback for Development* – In combination with a development assessment or standalone, providing leaders with an "outside in" perspective—how others perceive them—can be a valuable development tool.

*Executive Development Assessment Center* – Frequently used to evaluate a select group of individuals at the same talent band to determine potential for a particular role and provide individual development, it involves bringing a group together at MDA to participate in an assessment and development process at the same time.

### Development Assessment Participant Benefits:

- Quality, experienced analysis – Our team of consultants is the best in the industry, delivering practical feedback and advice based on sound assessment practices.
- Remote delivery and global knowledge – Using the telephone and other technology, some of our development services provide an efficient option for reaching geographically-dispersed employees.
- Development oriented – We focus on the *action* part of development planning.
- Efficient process – Whether it's one assessment or 200, MDA delivers a process that is efficient and rewarding for participants and our HR partners.

# Assessment for Development Services Overview

## Comprehensive Assessment for Development Basic Features

All of MDA's Comprehensive Assessment for Development offerings include the following basic features:

- 30-minute pre-call and post-call debrief with the organization (HR or manager)
- Work-style interview, personality and motives inventories, cognitive aptitude tests
- In-person feedback and development planning discussion with the participant
- Comprehensive Development Report

### Senior Executive Assessment for Development — \$7,500

This assessment is designed for leaders who are responsible for business strategy. The Executive participant completes some of the inventories on his/her own and spends 8 hours at MDA's offices. Additional components include analysis and strategic planning simulation, CEO role-play, and peer role-play.

### Function Executive Assessment for Development — \$6,500

This assessment is designed for leaders who are responsible for execution and strategy at the function level. The Function Leader participant completes some inventories on his/her own and spends 8 hours at MDA's offices. Additional components include analysis and strategic planning simulation and peer role-play.

### Manager/Professional Assessment for Development — \$5,000

This assessment is designed for managers who have reached the second management level through director level in most organizations. The Manager participant completes some inventories on his/her own and spends 7 hours at MDA's offices. Additional components include direct-report role-play and in-box simulation.

### Front-Line Manager Assessment for Development — \$4,000

This assessment is designed for the individual who is just taking on his/her first manager assignment or has been in a new manager role for less than three years. The New Manager participant completes some inventories on his/her own and spends 6 hours at MDA's offices. Additional components include direct-report role play or in-box simulation.

## Fast Track Assessment for Development — \$3,000

- 60 minute interview by phone or in-person
- Online personality inventories
- 90-minute phone or in-person feedback and development planning discussion
- Development Summary Report

### *Fast Track for Development Add-On Options:*

- Development action plan meeting and plan development (\$1,000)
- Alignment meeting with manager and participant (\$750)
- 360° Observations™ Survey (\$500)
- 360° Discovery Interviews (\$2,500)
- *DevelopmentEngine™* follow-through (\$200)

## 360° Observations Feedback for Development — \$1,800

- 60-minute interview by phone or in-person
- 360° survey data collection and tabulation
- 90-minute phone or in-person feedback and development planning discussion
- Optional: *DevelopmentEngine™* follow-through (\$200)