

## Development Centres

Fully assessing current development needs at an individual level is the first step in any development initiative, especially for executive development programmes where time is short, costs are high and real benefits are critical.

### WHY IS IT IMPORTANT

As organisations worldwide place more importance and consequently allocate additional investment for developing talent, they come under increasing pressure to implement bespoke solutions that deliver verifiable improvements in business performance. Hudson's Assessment & Development Centres help clients:

- *Ensure alignment between development needs & organisational requirements.*
- *Deliver objective assessment of individuals' strengths and development needs.*
- *Create comprehensive development plans with clear, measurable objectives.*
- *Reward high-performers with tailored, fast-track development plans.*

### HOW DOES IT WORK

Once key competencies are identified, our consultants work together with the organisation to define the most appropriate development centre.

We provide both third generation or more traditional assessment-based centres. Our centres can include simulation exercises, psychometric tests, computer-based business simulations and, on third generation centres, in-centre feedback (from peers and / or facilitators) and learning seminars.

At the end of every centre, participants engage with our experienced coaches to explore, understand and integrate their strengths and development needs into a focussed and practical development plan.



### WHERE TO LEARN MORE

To discuss your specific needs, call Hudson's Talent Management team on +44 (0)20 7187 6382 or visit our website at [www.hudson.com](http://www.hudson.com)

*From great people to great performance<sup>SM</sup>*