

CCL Assessment Certification Workshop



Center for
Creative
Leadership®

360-Degree Assessments

You Know the Value of Leadership to your Organisation.

Why not be in a position to offer one of the leading 360-degree processes that is available today within your own work environment?

In this 2-day Assessment Certification Workshop (ACW), you will receive the certification required to administer all 360-degree instruments in the CCL Assessment Suite, including:

- **Benchmarks® for Managers™**
- **Benchmarks® for Executives™**
- **SKILLSCOPE®**
- **Benchmarks® for Learning Agility™**
- **Benchmarks® by Design™**

You will have the opportunity to conduct practice feedback sessions in a safe, low-risk environment, and you will be able to exchange ideas and experiences with your peers in the field.

The ACW uses a mix of hands-on experiences, pre-program work and classroom presentations to ensure that you know how to structure, design and implement a state-of-the-art assessment process.

The CCL ACW is ideal for Human Resource Managers, Executive Coaches and Consultants who are looking to enhance leadership development initiatives within their organisations.

Certification program outcomes

- Learn about assessment research origins and the latest CCL research.
- Discover the most effective ways to use assessment tools and understand how they fit into an organisation's leadership and development approach.
- Learn to read, analyse and interpret feedback reports for others.
- Learn how to assist others in development planning.
- Improve your own feedback skills by facilitating, observing and participating in feedback exercises with fellow program participants. Increase your knowledge of best practices through discussions with The Myers-Briggs Company training faculty and peers.
- Have the opportunity to complete pre-program work to enhance your learning experience. Completing the Benchmarks® for Managers™ assessment prior to attending the program allows you to explore the instrument using your own results in addition to sample data.
- Receive comprehensive facilitator's manuals and other publications, including FYI For Your Improvement™, to assist you in working with individuals who are completing CCL assessments and are working on development planning.

Already certified to use the Benchmarks® for Managers™ and Skillscope® instruments?

Update and refresh your knowledge and skills with this 2-day program and attain certification in the additional instruments.

Enquire about upgrading your level of certification.

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Certification program agenda

DAY 1

- Uses of 360 assessment-for-development tools
- How to read and analyse CCL feedback reports
- Model for facilitating feedback sessions
- Review of individual feedback reports

DAY 2

- Practice facilitating feedback
- Development planning
- Use of group profiles
- Administration
- **Overview of other CCL assessment tools:** You will receive an overview of additional CCL instruments that you will be certified to use as a result of completing the certification workshop.

ABOUT CCL

- The Center for Creative Leadership (CCL®) is a top-ranked, global provider of executive education that develops better leaders through its exclusive focus on leadership education and research.
- Founded in 1970 as a non-profit organisation, CCL annually serves more than 20,000 individuals and 2,000 organisations including more than 80 of the Fortune 100 companies across the public, private, non profit and education sectors.
- The CCL Suite of research-based 360-degree instruments help organisations create a common leadership language and consistent feedback process at multiple levels through the company.

“ Benchmarks® is an inexpensive and user-friendly tool for providing comprehensive feedback to people about their leadership strengths and opportunities for growth. I have seen it have a dramatic impact on individual and team performance as leaders increase both their own effectiveness and get more out of the people who work for and with them. ”

Pamela Catty,
Mentoring and Corporate Affairs Advisory Services

About The Myers-Briggs Company

In our fast-changing world, your edge lies in harnessing 100 percent of your talent – at work, home, college, or anywhere in between.

The Myers-Briggs Company empowers people to be the best versions of themselves. By enriching self-awareness and understanding of others, we help organizations around the world to improve teamwork, develop inspirational leaders, foster diversity, and solve their most complex people challenges.

We're established assessment developers, expert trainers and experienced psychologists. Our powerfully practical solutions are grounded in a deep understanding of the trends that affect people and organizations today, and we're ready to help you succeed.

Let's make a difference together. Talk to us to see how.

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	Benchmarks® for Managers™	SKILLSCOPE®	Benchmarks® for Executives™	Benchmarks® for Learning Agility™	Benchmarks® by Design™
Overview	130 items 25-35 minutes to complete	98 items 20-30 minutes to complete	92 items 20-30 minutes to complete	48 items 10-15 minutes to complete	Pricing based on level of customisation Time to complete depends upon the competencies chosen. Items cannot be edited
Audience	Middle-to-senior-level managers and executives with at least 3 years managerial experience	Supervisors and managers. Can be used with individual contributors	Top level executives	High potentials, individual contributors, managers or global executives	Any level of manager or executive
Assesses	Leadership behaviours critical for success and potential flaws that can derail a career	Job-related competencies essential for managerial success	Leadership behaviours needed for effective leadership at top levels of an organisation	Ability to learn and the willingness to take advantage of growth opportunities	Choose from CCL's library of over 90 competencies and derailment factors
Content	Features 16 competencies grouped into the following areas: <ul style="list-style-type: none"> Leading the organisation Leading others Leading yourself Plus 5 Derailment Factors-problems that can stall careers	Features 15 competencies grouped in the following areas: <ul style="list-style-type: none"> Information skills Decision making Interpersonal skills Personal resources Effective use of self 	Features 16 competencies grouped into the following areas: <ul style="list-style-type: none"> Leading the business Leading others Leading by personal example 	Features 11 competencies grouped into: <ul style="list-style-type: none"> Learning to learn Learning to lead 	You choose the competencies that represent your organisation's needs
Special Features	<ul style="list-style-type: none"> Additional normative comparison (optional) – over 70 available, including industry, function and country Potential career derailers Industry renown derailment research 	<ul style="list-style-type: none"> Straightforward and easy to use Graphic feedback display Development Planning Guide Trainer's Guide included with first purchase 	<ul style="list-style-type: none"> Based on research conducted with top level executives Board of Directors rater category Carefully screened exclusive norms, compares participants' results to other top executives Development Planning Guide includes For Your Improvement™ Translator 	<ul style="list-style-type: none"> Based on research with successful global managers and international executives Helps establish a culture in which improved learning skills are recognised and valued 	The following components may be customised at set up: <ul style="list-style-type: none"> Email communications Additional custom survey items Rater categories