

DISCOVER YOUR LEADERSHIP QUALITIES

One of the most powerful motivators for behavioural change among managers is good feedback. It provides constructive information and helps leaders understand how they are seen and the impact they have on others. Without feedback, change is unlikely to occur. But if you are in a senior position, getting honest feedback can be difficult. It is not easy for colleagues to tell their boss they don't agree with the latest policy they've dreamed up.

TDP Development is a training and development consultancy which has worked with Councils for 10 years developing effective policies, processes and tools for the recruitment process. TDP Development can help you get the right feedback on your managerial skills with a wide range of world class tools, designed for this purpose.

Choosing the right tool for eliciting feedback is important. TDP Development ensures managers and leaders are well briefed and helped to interpret the feedback they receive as well as inspired to act upon it. The most effective developments occur when feedback is discussed as part of an intensive personal development interview with competent advisers.

Psychometric Instruments:

These enhance self awareness of personality, behaviour and preferences. TDP Development offers the following:

MBTI

Based on Jung's theory of psychological types, this tool helps people understand their motivations, natural strengths and areas which have potential for growth.

Personality Profile Analysis (PPA)

This builds awareness of leadership style and approach. A personal profile based on the themes of behaviour, dominance, influence, steadiness and compliance, is provided as the basis of feedback.

Innovation Potential Indicator

This concentrates on the key behaviours which enhance or impede product, procedure or process development and is based on the latest thinking around innovation potential.

Emotional Quotient (EQ)

A highly innovative product, EQ measures an individual's emotional intelligence. This profile helps people to identify where their strengths and potential development areas lie in managing and motivating others.

360° Review Tools

These tools have been used with great success for many years both as a stand alone intervention and as part of a longer term development programme. They can be developed as tailor made review tools based on an organisation's own beliefs, values and behaviours. Or they can be used as an off-the-shelf product which include the Transformational Leadership Questionnaire™ and the Integration - Leadership Competencies Profile™. Both are produced by Leadership Research and Development Limited with whom TDP Development works closely, and have the advantage of being developed in the UK public sector for leaders and managers working in the public services, unlike similar products on the market.

Simulations and Group Work

Managers and leaders can learn a lot about how they operate through simulations and group work. TDP Development has a wide range of simulations including a primary care trust, a prison and a local authority. Individuals identify the key strategic and operational challenges facing the organisation. People then work as a group to develop a shared understanding of the situation.

Feedback focuses on the individual's ability to assess the situation and develop a diagnosis and, as part of a group, their ability to listen actively and develop their own understanding through acknowledging the insight and wisdom of others. Simulations and group work can be organised as stand alone events and as a key part of our assessment and development centres. TDP Development's trained assessors observe and feedback on behaviour, usually in one to one interviews designed to promote personal development planning.

Coaching and Mentoring

Managers and leaders can develop new behaviours, attitudes and values that improve their effectiveness at work, and often at home as well. Coaching and mentoring is used to bring together a wide range of feedback in a single development programme for senior managers and leaders.

Working on a negotiated programme of support, feedback is provided from a wide range of sources, over a period of time, and really helps to drive change.

Find out more about how TDP Development can help to develop your managers and leaders.