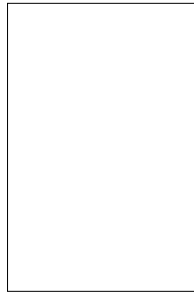
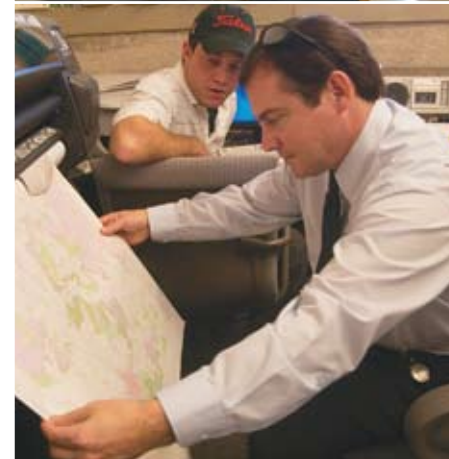


FEEDBACK FOR PARTICIPANTS AND SUPERVISORS

Expertly trained and certified assessors observe participant behavior and evaluate their behavior using established standards. This evaluation data is used to prepare an individual diagnostic summary that states the participant's current level of performance, a set of developmental recommendations that offer specific suggestions for the participant to improve his or her supervisory and managerial effectiveness, a publishers list to assist in obtaining study materials, and a set of quick workplace tips to help participants immediately improve their skills. Both the participant and his or her supervisor receive the diagnostic summary and developmental recommendation reports. These reports are designed to assist participants, with the support of their supervisors, to create an action plan to address their developmental needs.



MANAGEMENT DIAGNOSTIC CENTER



A SMALL INVESTMENT FOR BIG RETURNS

Because a well-conducted diagnostic program prescribes exactly the training and development activities needed by employees, organizational resources can be more efficiently allocated. Over time, the return on a small investment can be substantial.

The cost per participant attending the MDC varies by the number of participants who register together from the same organization.

1-9 people a year	\$345 each
10 or more people a year	\$315 each

The fee includes materials, refreshments, and lunch.

To obtain a schedule, or for more information, call 812/464-1989 or 800/467-8600.

www.usi.edu/extserv

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WHAT IS THE MANAGEMENT DIAGNOSTIC CENTER?

USI's award-winning Management Diagnostic Center (MDC) uses well-recognized and accepted assessment center techniques to develop comprehensive training needs profiles for supervisors, managers, and those aspiring to management positions. Since 1986, more than 1,400 participants from 120 organizations throughout the tri-state have attended USI's Management Diagnostic Center to effectively utilize their organizations' training dollars.

The MDC is a cost-effective application of the thoroughly tested and validated assessment center method. The primary purpose of the MDC is to provide participants with information that will allow them, with the assistance of their supervisor, to create a professional development action plan to increase their leadership effectiveness.

DIMENSIONS USED FOR ASSESSOR OBSERVATION AND REPORTING

Through countless job analyses of supervisors and managers by over 50 assessment centers, the specific tasks and duties involved in the job of supervisors and managers have been well-established.

These dimensions are categories of behavior which assessors observe. Each participant is diagnosed for his or her degree of strength in each category. To provide reference points for assessors, behaviorally anchored rating scales are used. An anchored scale provides benchmarks for each scale value in terms of specific things that participants might do.

THE DIMENSIONS ASSESSED IN THE MDC

Interpersonal Sensitivity: sensitivity to the needs of others and ability to accomplish objectives without alienating others

Oral Communication: effectiveness in transferring a thought from one person to another through speech without annoying or distracting nonverbal behavior

Leadership: effectiveness in getting ideas accepted by others; getting people to willingly work to accomplish an objective

Decisiveness: ability to make firm decisions in a timely manner

Written Communication: ability to communicate effectively in writing, using appropriate grammar and organization

Planning and Organizing: effectiveness in planning activities for self and others; arranging resources to fulfill the plan

Stress Tolerance: performance remains stable and at an appropriate level under stress and opposition

Problem Solving: effectiveness in processing available information and arriving at logical and practical decisions

REALISTIC EXERCISES AND SIMULATIONS

Throughout this one-day session, participants are involved in exercises and simulations where they encounter challenges and tasks common to many supervisory and management positions. To ensure that the exercises are realistic to all participants, different simulations and situations are designed for the type of work participants perform, either manufacturing or service. The simulations and exercises are designed to capture the various characteristics which contribute to success in managerial and supervisory jobs.

IMMEDIATE AND TANGIBLE BENEFITS OF THE MANAGEMENT DIAGNOSTIC CENTER

FOR THE PARTICIPANT

- Opportunity to learn, through objective feedback, about individual strengths and developmental needs
- Exercises and simulations that provide an extremely powerful learning experience
- Opportunity to enroll in courses, workshops, and seminars that have been specifically designed to match assessment dimensions
- Systematic knowledge-based career planning

FOR THE EMPLOYER

- Accurate determination of employees' current level of skills and abilities, and key personality characteristics
- Data and developmental recommendations that can aid in allocating training and development expenditures on an objective, needs-driven basis
- Solutions to training needs

SOME OF THE AREA ORGANIZATIONS WHO TAKE ADVANTAGE OF USI'S MANAGEMENT DIAGNOSTIC CENTER

- | | | |
|--------------------------------------|---|---|
| • Accuride Corporation | • Irving Materials | • Old National Bancorp |
| • Masterbrand | • SABIC – IP | • Premiere Video |
| • Atlas Van Lines, Inc. | • Guardian Automotive Trim | • St. Mary's Health Care Services |
| • Azteca Milling L.P. | • Inwood Office Furniture Company | • Vectren |
| • B&M Plastics | • Jasper Plastics
—A division of Kimball International | • Trover Foundation/
Regional Medical Center |
| • DSM Engineering Plastics, Inc. | • Kimball International
—11th Avenue
—15th Street | • Visiting Nurse Association |
| • Frontier-Kemper Constructors, Inc. | | |
| • GAF Materials Corporation | | |