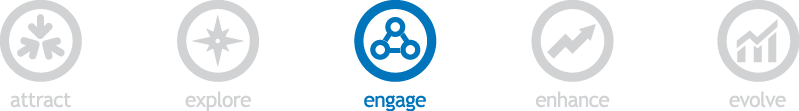


**REPORT**

**October ,2018**

**NAME**

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**Leadership Development Competencies**

**Planning & Organising**

Ability to establish efficiently an appropriate course of action for self and/or others to accomplish a goal.

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**Leadership**

Motivates, enables and inspires others to succeed, utilizing appropriate styles. Has a clear vision of what is required and acts as a positive role model.

**Strategic Perspective**

Takes account of a wide range of longer-term issues, opportunities and contingencies. Identifies the means of implementing plans in line with the vision and direction.

**Interpersonal Sensitivity**

Awareness of other people and environment and own impact on these. Actions indicate a consideration for the feelings and needs of others, (but not to be confused with ‘sympathy’)

**Commercial Awareness**

Ability to understand the key business issues that affect the profitability and growth of an enterprise and takes appropriate action to maximize success.

**Management Control**

Appreciation of need for controls and maintenance of control over processes, people and tasks and actions taken to ensure this.

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# Development Centre Exercise Summary

**Meeting Simulation**

The Participant assumes the role of Business Development Manager for Conquest Executive Concierge Services.  This is a relatively new company and the Participant’’s role is to establish and cultivate relationships with clients.  Conquest’s services were recently trialled by a global marketing company, Market-Global.  Whilst the trial was largely successful, there are some concerns that need to be addressed before Market-Global will agree to a wider arrangement for the use of Conquest’s services.  The Participant’s task is to meet with the Finance Director for Market-Global to discuss the effectiveness of the trial, rebuild a positive relationship with the client, explore Market-Global’s broader requirements and opportunities for Conquest to offer greater support, and to gain some commitment on taking forward the wider arrangement. 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# The Rating Scale

The following rating scale has been employed for the behavioural feedback:

5 Very high level of Ability = This is likely to be a very clear strength.

4 More than Acceptable = This is likely to be an area of strength.

3 Acceptable = **This is the benchmark.**

**Effective performance at this level.**

2 Less than Acceptable = An area requiring development.

1 Unacceptable = An area requiring significant development.

0 Not Observed = There was no evidence observed

**Split Score**- This is observed when there is a wide disparity between the scores in two (or all three) exercises).

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# Development Centre Overall Performance