

# Decision Dynamics Developmental Map™ and Competence Cards

## Why work with the Developmental Map?

It provides:

- An efficient and concrete support in your work to attract, identify, develop and retain co-workers
- Clarity regarding what are important developmental areas
- Support in identifying what is the most engaging for the co-worker
- Flexible use in different situations where solutions based on engagement and competence are needed



Decision Dynamics offers:

- > Insightful profiles and reports for individuals and organizations
- > Hands-on certification training for using our tools and methodology
- > Inspiring special event workshops, seminars, and kick-offs
- > Effective strategic development programs in career development, coaching leadership, and strategic HR

## Important and Motivating Developmental Areas

The Developmental Map provides an easy, stimulating and structured dialogue and planning support for managers, co-workers and HR.

The Developmental Map is a "game board", on which you sort, among others, 24 Developmental Competence cards based on how important and engaging they are to develop for the job and for the person in question. The cards are based on Decision Dynamics *CareerView*™ terminology and career profiles, which adds constructive insights on motivations and development.



We also offer Leadership Competencies based on Decision Dynamics Career Model™ and Decision Style Model™ respectively, which may also be used with the map.

The tool enables you to together with the co-worker discuss and identify what is and what will become important in his or her job or position. It simultaneously helps to highlight what is the most engaging for the individual co-worker. The Developmental Map also provides a concrete support for the co-worker to express his or her developmental plan.

## Many Applications

These tools are used in several different contexts:

- > engaging developmental and change dialogues
- > career coaching
- > recruitment including job requirement specification and interview based on the developmental competencies
- > efficient team and project cooperation, including selection
- > motivating implementation of team changes

**The target group** is line- and project managers, HR partners and talent management professionals, as well as coaches, HR- and organizational development consultants.

## Manager Training and Certification Training

These tools do not require specific training. However, we do offer different alternatives for you to quickly and efficiently start using them:

- > Certification in Decision Dynamics Career Model™
- > Leadership training: Engaging Leadership™
- > Customized training for your company

Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations.

Our scientifically based approach is built on more than 35 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.

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