

Mentoring and Assessment Center as tools to help participants making use of learning in their professional life

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Referent: Em. Univ.-Prof. Dr. Ralph Grossmann



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Organization Development as a Key Competence

- Change is the only constant
- Aligning the entire organization to change and innovation is always critical to success
- New infrastructures and roles, new skills and values are required
- Coordination and cooperation are among the essential elements for success

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Our Clients

- The program is aimed at executives and consultants from business, public management and the nonprofit sector
- Responsible in a management function for organizational issues, project design and change projects
- External consultants and coaches in change processes
- Those managing coordination and cooperation processes within and between organizations

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Our Offer

- Robust academically-sound qualification basis for the design of organizations and the management of their change
- Training-course learning is enriched by the diversity of perspectives of the different functions and cooperation of participants from different sectors
- Instructor team of recognized scientists and experienced consultants

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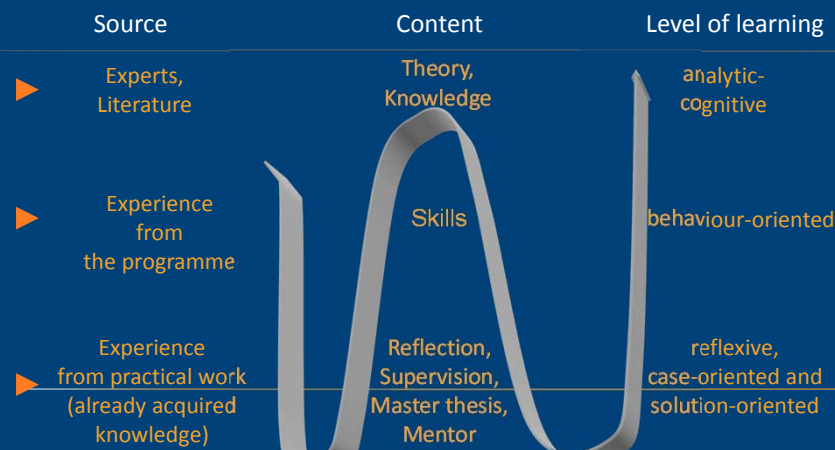
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Theory, Concepts and Practical Work are intertwined in the Master programme



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How Theory, Concepts and Practical Work are connected

- Through a practical project that the participants work on during the programme
- Through the master thesis which focuses on the project
- Through the mentoring system and the assessment center

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Tools: Mentoring & Assessment Center

Mentoring:

- Help to transfer the achievements and experiences into the organization
- Mentors support mentees during the program of study

Assessment Center:

- Assessment center serves as a test of what has been learned through practical exercises. The participants receive feedback from the board of examiners

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The Role of Mentors

Support their mentee during the programme:

- As a partner for reflections
- Personal assistance during difficult situations
- Support for the implementation
- Support for the transfer of the gained knowledge into everyday life

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Mentors

- Mentors are people, most usually chosen from among the participants' managers, who support them during the program of study. In the case of consultants mentors are experienced and more senior professionals who already attended the program, helping the consultant to integrate the learning into daily practice.

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Mentors

- The scientific heads of the programme offer an introduction for the mentors.
- The participants and mentors are encouraged to meet before the programme starts and in times after each module.
- During the second year the role of mentors often changes from mentor to the principal of the change project.

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Support Assessment Center

- Not a selection procedure
- During the assessment center participants have to fulfill different tasks and act in different roles
- They get feedback after the assessment center

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The Tasks and Roles

- Observers
- Planners
- Consultants
- Members of project teams or steering committees
- Experts of evaluation and transfer

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