

Talent Development Center Matrix

Activities / Exercises / Sub Skills	Background Interview	Leaderless Group Exercise 1	Case Study 1	Presentation	Simulation	Instrument 2 Conflict Style	Group Discussion	Case Study 2	Bridge Exercise	Leaderless Group Exercise 2	Reading Test	
Competencies												
Communication												
Verbal	X	X		X								3
Written	X		X					X				3
Presentation		X		X			X		X			4
Reading	X		X					X			X	4
Coaching / Mentoring	X	X					X		X			4
Decision Making												
Strategic	X	X	X	X	X							5
Tactical		X	X	X	X				X			5
Dealing with Stress		X	X		X			X	X			5
People Development	X				X	X		X		X		5
Motivation / Engagement												
Needs Identification	X	X	X		X	X	X			X		7
Needs Focus	X	X			X	X	X		X	X		7
Gaining Commitment			X		X	X	X	X		X		6
Influence		X	X		X	X	X	X	X	X		8
Conflict Resolution	X	X	X		X	X	X	X	X	X		9
Political Savvy	X	X	X		X		X	X				6
Innovation	X		X	X	X		X		X			6
Financial Acumen		X	X						X			3
Technology			X						X			2
	11	12	13	5	11	6	9	8	10	6	1	92 Ref Points