

Decision Dynamics Career Model™ Certification

Why Certification?

You gain:

- Practical knowledge about our world leading tools for career and individual development
- Access to tools that inspire and align individuals and leading organizations to synchronize and develop individual and organizational goals
- Engaging methods for individual and group training and development, kick-offs and other group development activities.



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

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.

Practical and Inspiring Certification in Decision Dynamics' Leading Career Model™

Decision Dynamics' Career Model™ increases understanding of the variety of ways people view 'successful careers' and core motivations underlying them. The model is very effective in highlighting the extent to which individuals and organizations take advantage of these underlying motivations towards achieving individual and organizational goals. Certification training enables you to give effective feedback using the Decision Dynamics Career profiles.

Certification for working with individuals:

CareerView™ Career & Culture fit Profiles

You gain inspiring and practical understanding of our Leading Career Model™ and its tools for assessing and interpreting individual profiles and providing valuable feedback.

Individual profiles are used to improve job-related individual development efforts for example developmental talks, selection and recruiting, coaching for personal and leadership development at all levels and career transitioning. Increasingly, *CareerView™* individual profiles are supporting succession planning, competence development and talent management processes as well as outplacement & career centre efforts.

Certification for working with groups and organizations:

CareerView™ Group & Culture

Certification in group and culture applications prepares you for effectively using Decision Dynamics' career tools with group and organizational analysis and development. You learn how to interpret aggregated results for small and larger groups, and how particular factors support and hinder effectiveness for individuals and groups at large. You also develop engaging ways of presenting these analyses to others.

Group and Organizational profiles are used in group and organizational planning, strategic change, and development. They are also used for developing and improving individual, group and organizational evaluation and reward systems.

Training consists of interactive presentations and exercises. Discussion and exchange of experience and technique provides room for you as a participant to steer the direction and outcome.

Target Group: Managers with line responsibility, internal HR consultants, HR-Partners, coaches, and organizational development consultants.

Certification Training

<i>CareerView™</i> Career Profile	1 day
<i>CareerView™</i> Culture fit (Pre-req. <i>CareerView™</i> Career Profile)	1 day

Add-on Training;

<i>CareerView™</i> Group & Culture (Pre-req. <i>CareerView™</i> Career Profile)	1 day
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