

Decision Dynamics Career Model™ Certification

Why Certification?

You gain:

- Practical knowledge about the market's best model and tool for career development and motivation
- Tools for increasing engagement
- A platform for aligning individual and organizational development
- Engaging methods for internal training, kick-offs and other group 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

Practical Certification Training

The Career Model increases understanding of the variety of ways people view careers and what motivations underlie them. It also highlights the extent to which individuals and organizations take advantage of these motivations towards achieving organizational goals as well as individual engagement. Certification training allows you to provide feedback using *CareerView™* profiles.

The goal with certification for working with individuals is to gain a practical understanding of the Career Model and its suite of tools. You will learn to interpret individual profiles and provide feedforward dialogues. You will also learn how to generate job profiles and use benchmark profiles from our database, in order to make analyses for selection and development purposes. These are the profiles and tools we work with during the training:

CareerView™ Career Profile
CareerView™ Culture View
CareerView™ Culture Fit
CareerView™ Jobfit Profile
CareerView™ Job Profile
CareerView™ Job Profiling Results

Decision Dynamics Developmental Map™ (map included)
CareerView™ Developmental Competencies (card set included)
CareerView™ Leadership Competencies
CareerView™ 360 (for leaders and co-workers respectively)

Individual profiles are used in developmental talks, selection and recruitment, career guidance and leadership coaching, as well as succession planning and talent management.

The goal with certification for working with groups and organizations is to gain understanding of the Career Model and its related tools for organizational analysis. You will learn how to interpret career culture analyses and identify factors which support or hinder organizations' development and engagement. We train using the following profiles and tools:

CareerView™ Motivation Survey
CareerView™ Culture Survey
CareerView™ Culture Map

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

The training consists of interactive presentations and exercises. Discussion and exchange of experience provides opportunity for you as a participant to influence the content. The total length of the certification training on site is 3 days. The training is also available as web-based distance training.

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

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.

Decision Dynamics AB, Ideon Science Park, SE-22370 Lund
Tel: +46 46 181 530 Fax: +46 46 181 539
info@decisiondynamics.eu, www.decisiondynamics.eu

