

Specialized Skills Leadership Program
Human Resource Professionals, Executive Coaches, & Independent Consultants



Assessment Certification





We deliver.

results that matter

sustained impact for you,

your business

and the world.

Power Up 360 Potential

360-degree assessments are widely used for leadership and talent development.

Through 360s, employers, coaches and consultants can help talent at all levels:

Identify skill gaps and create development plans.

Recognize strengths and ways to leverage them.

Prepare for next steps and new opportunities.

CCL's suite of research-based 360s and our approach to facilitation and feedback are fundamental to our work with leaders.

CCL's Assessment Certification prepares Executive Coaches, Consultants and Human Resource Managers to administer CCL's 360-degree assessments.

- Human resource professionals.
- Executive coaches.
- Independent consultants.

Organizations can tap into CCL's expertise with Assessment Certification that prepares professionals to interpret and facilitate feedback using CCL's suite of 360-degree assessments, and implement a 360 process.

CCL's Assessment Certification provides:

Knowledge – information about the research, the tools and the processes.

Preparation – learn by doing to ensure skills are solid.

Certification – the required know-how to administer CCL's suite of five 360s.

Tuition*	\$2,100 USD 1,900€**
Scale-up Option	Send multiple managers to CCL or run a full Assessment Certification Workshop at your location.
Language	English

* Tuition price is based on regional point of delivery and is subject to change.
** Excluding VAT.

CCL's Assessment Certification

prepares HR professionals to **design, implement and deliver 360 feedback.**

CCL's Assessment Certification gives participants an understanding of ways 360s are used for development, as well as specific how-to's:

- 1 Reading and interpreting reports.
- 2 Preparing to facilitate a feedback session.
- 3 Connecting feedback to goal setting.
- 4 Successfully implementing a 360 process with your organization or client

Comprehensive online resources and other publications are also included – after the workshop participants can access an abundance of digital supporting materials including refresher video clips about each of the CCL 360s.

Ready to Go: Participants receive a free Benchmarks® for Managers™ set so they can practice feedback facilitation skills right away – a \$380 value.

An additional leadership development opportunity available for HR Professionals is CCL's Better Conversations & Coaching. For more information about this program, visit www.ccl.org/bcc.



The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable and actionable results. The Center for Creative Leadership (CCL®) certifies participants to administer all 360-degree assessments in CCL's portfolio:

BENCHMARKS® FOR MANAGERS™ used by over 16,000 organizations and 200,000 leaders, Benchmarks® for Managers™ is a comprehensive 360-degree assessment for middle to upper-level managers that measures 16 competencies critical for success, as well as five possible career derailers.

BENCHMARKS® FOR EXECUTIVES™ was designed to address the specific leadership challenges faced by executives at the top levels in an organization. These challenges can differ a great deal from those at the middle management level.

Benefits of Certification

- CCL is frequently named Provider of Choice for global assessment deployment and there are more than 15,000 certified facilitators worldwide.
- Certifies participant in all CCL 360-degree assessments: Benchmarks® by Design™, Benchmarks® for Managers™, Benchmarks® for Executives™, Benchmarks® for Learning Agility™, Skillscope®.
- Opportunity to prepare feedback with CCL's most widely used 360-degree assessment, Benchmarks® for Managers™.
- Free Benchmarks® for Managers™ set (valued at \$380) for use after the program.
- Designed for HR professionals, coaches and consultants.

BENCHMARKS® BY DESIGN™ can be tailored to reflect the competencies important to your organization. Choose from CCL's Benchmarks® by Design™ library of over 90 competencies and derailment factors to design a targeted feedback experience for any leader level.

BENCHMARKS® FOR LEARNING AGILITY™ provides feedback on two areas of behaviors: the skills most often found in successful leaders, and the learning behaviors needed to acquire those skills. Benchmarks® for Learning Agility™ can be used with high-potentials, individual contributors, and managers.

SKILLSCOPE® is a 360-degree assessment that provides individuals with straightforward, practical feedback on job related skills necessary for effectiveness in a management role. Skillscope®'s simplicity also makes it an ideal first step for organizations that are new to the 360-degree assessment process.

Face-to-Face Course:

Length	2 days
Average Class Size	24
Instructor/ Participant Ratio	1:12
Locations	Greensboro, NC; San Diego, CA

Online Course:

Length	Self-paced course delivering an average of 10 hours of expert content. Access to Course Monitor and course content for 3 months.
Locations	Accessible from any web-based electronic device

The Certification Experience

CCL's Assessment Certification gives human resources professionals, consultants, talent management and coaches the knowledge and experience they need to administer CCL's 360-degree assessments.

During The Certification Process:

Participants are immersed in the practice of 360 feedback.

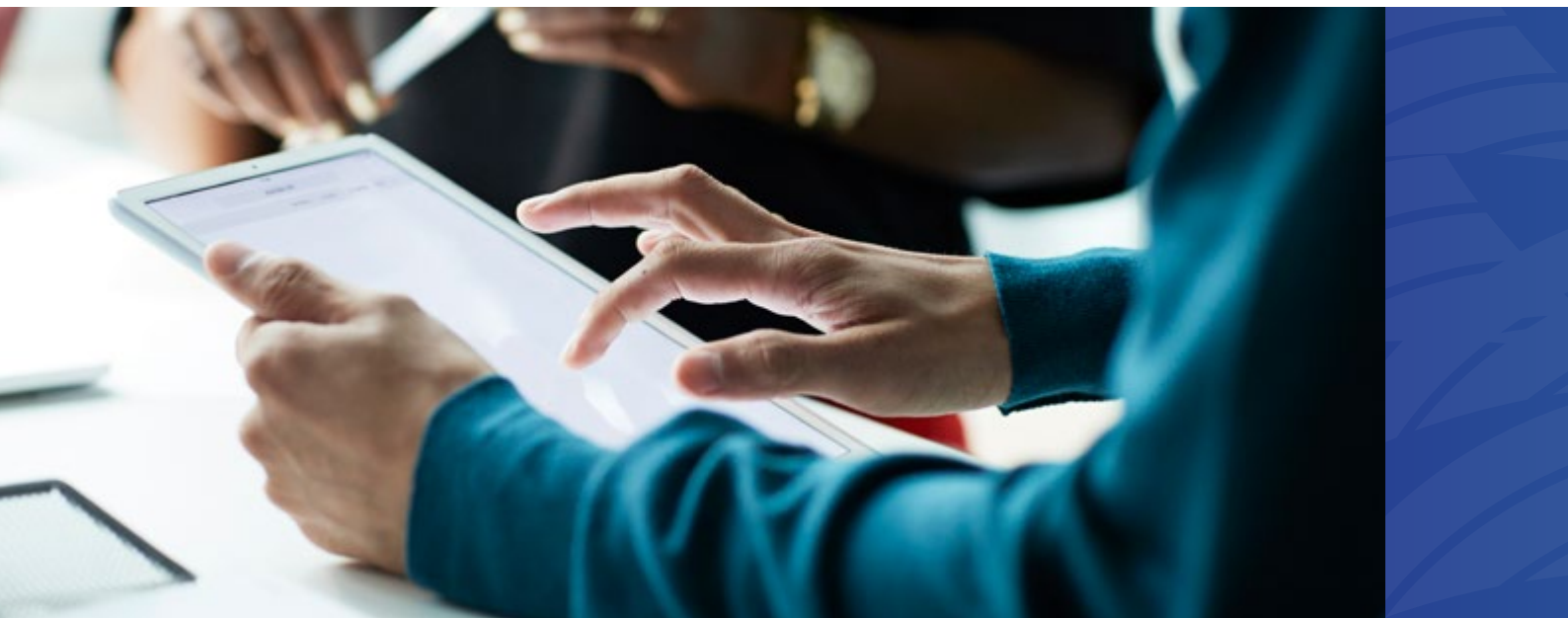
Certification includes discussions and lessons that address:

- Choosing and using 360-degree assessments.
- The mechanics of assessment and interpretation.
- Facilitating feedback.
- Understanding CCL's suite of 360-degree assessments.
- Successfully implementing a 360 process and avoiding the common pitfalls.

After Certification:

After the program ends, participants have ongoing access to online resources.

- Research background of each 360-degree assessment.
- Guide to read and interpret each feedback report.
- Sample feedback reports and group reports.
- Development planning guides and technical manuals.
- Videos demonstrating CCL's 5-step facilitation model.



Why CCL's Leadership Development?

- **Personalized Attention** – Using a blend of in-depth assessments, feedback and experiential learning, participants engage in development that is focused on their unique leadership needs – which many call “life-changing.”
 - **Leadership at All Levels** – Constantly refreshed content tailored to the unique needs of each level of leadership – from individual contributor to senior executives. Programs provide tools for immediate and practical application.
 - **Global Availability and Flexible Schedule** – Offered worldwide, providing you with more choices and locations to meet the needs of busy managers and executives.
 - **Peer Power** – Participants will network and learn from fellow leaders with comparable real-world experiences and familiar challenges.
 - **Continual Learning** – Sustainable learning is a process – not a one-time event. CCL's programs offer coaching sessions, resources such as webinars, white papers and eLearning to apply and sustain their learning experience.
 - **Continuing Education** – CCL's leadership programs meet the criteria for many professional certifications requiring ongoing training and education. Visit www.ccl.org/ceu to learn more.
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CCL's Leadership Programs can be customized or delivered at your place of business to best fit the goals of your organization, department, or team.

When you invest in Leadership Development for multiple managers and executives on an annual basis, you will receive additional tools and resources to develop your talent. As an added benefit, we pass on the savings to you.

Call us today to learn about registering multiple participants, customization or on-site delivery.

Assessment Certification Workshop Registration

To speak with someone immediately, register by phone or
learn about customized options, call us:

Americas

Colorado Springs, Colorado
Greensboro, North Carolina (global headquarters)
San Diego, California
+1 336 545 2810
ccl.org

Europe, Middle East, Africa

Addis Ababa, Ethiopia
Berlin, Germany
Brussels, Belgium (EMEA headquarters)
Dubai, United Arab Emirates
Johannesburg, South Africa
London, United Kingdom
Moscow, Russia
+32 (0) 2 679 09 10
ccl.org/emea

Asia Pacific

Gurgaon-NCR, India
Singapore (APAC headquarters)
+65 6854 6000
ccl.org/apac

Greater China

Shanghai, China
+86 21 6881 6683
ccl.org/china

Register online: www.ccl.org/acw



Center for
Creative
Leadership®

The Center for Creative Leadership (CCL®) is a top-ranked, global provider of leadership development. By leveraging the power of leadership to drive results that matter most to clients, CCL transforms individual leaders, teams, organizations, and society. Our array of cutting-edge solutions is steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels. Ranked among the world's top providers of executive education, CCL has locations in countries worldwide.