

DC Lite – Plug-and- Play Modular Development Centre**Day Plan****Career Stage:** Manages Others**Duration:** 1 day**Competencies in Focus:**

- Communication & Influence
- Collaboration
- Managing Performance
- Building Capability
- Delivery Management
- Problem Solving & Decision Making

Plan

Session Duration	Activity	Competencies being assessed
1 hour 15 mins	<p>Activity 1: Group Discussion (non work related) The group is provided background data on a certain topic – both quantitative and qualitative and the core problem statement is described The group needs to come to consensus led decision on the recommended course of action</p>	<p>Communication & Influence Peer to peer collaboration Problem solving and Decision making</p>
3 hours	<p>Activity 2: Each participant is given a profile of a team member and performance issues of the member. The participant needs to conduct a role-play with the team member (15 mins each). The context for the meeting could be either an appraisal discussion or a career progression discussion. Post the role-play, the participant completes and submits a Development Action Plan for the team member</p> <p>Activity 3: While the individual waits his turn for the role-play, he is provided data around a business case that involves planning and executing a certain business decision. This activity could be based in the work context, however could be in the same industry as the client organization or outside</p>	<p>Managing performance Building capability</p> <p>Delivery management Problem solving and Decision making</p>
2 hours	<p>Activity 4: The group works as an expert panel to design and create a prototype based on a specification and material provided to them. They need to make a short presentation of the model to the facilitators at the end of the task</p>	<p>Communication and Influence Collaboration Problem solving and Decision making</p>