

The 20/20 MDS® Products and Services

The 20/20 MDS® offers a wide suite of both products and services to clients, all aiming to provide a total package relating to the development of people in the areas of leadership and management at all levels. This includes products and services (in twelve categories) relating to learner screening and enrollment, to learning delivery and learning progress tracking and management reporting. The chart below shows all of these twelve areas and a summary of what is included in each one.



A Fully Functional and Flexible Leadership and Management Faculty Approach

	Administration Package System	LMAT™	Self-Assessments	Competency System
PRE-LEARNING PREPARATION	<ul style="list-style-type: none"> Paper and on-line application and enrollment process Full suite of student guidance booklets, templates and forms Comprehensive progress tracking/LMS/Management reporting system 	<ul style="list-style-type: none"> Fully normed and validated on-line cognitive reasoning assessment 5 Sections (Verbal, Numeric, Logical, Visual/Spatial and Scenario based reasoning) Full individual and management reporting 	<ul style="list-style-type: none"> Six pre-course self-assessments (all on-line) provided 26 module-related self-assessments (style and competency based) All assessments provide extensive results interpretation and feedback 	<ul style="list-style-type: none"> 12 internationally validated management and 8 leadership competencies Full suite of competency target behaviors at all 4 Program levels Extensive coaching tips on all 20 competencies
LEARNING DELIVERY	"kick-off" Workshops <ul style="list-style-type: none"> Fully scripted face-to-face half and one day seminars to be delivered to learning groups/cohorts All 60 programs (at all 4 levels) built in PowerPoint format High levels of interactive design including structured discussions & group exercises. 	Participant Workshop Material <ul style="list-style-type: none"> 20 page participant workbooks for half-day programs and 28 page participant workbooks for full day programs Provide notes and space to complete individual and group exercises Kept by participants as part of overall learning "log" 	Self-paced Workbooks <ul style="list-style-type: none"> 60+page self-paced booklets/manuals given to participants after "kick-off" workshops Mirror on-line modules for ease of reference Each module usually worked through/completed in 4-6 weeks 	On-line learning system <ul style="list-style-type: none"> All 60 modules available on-line at all 4 levels (A, B, C, D) Whole program is narrated and interactive throughout and module progress is bookmarked at each login Assessment activities throughout are done on-line (model answers once done)
POST-LEARNING TRACKING	180°/360° Feedback Assessments <ul style="list-style-type: none"> 8 leadership and 12 management competencies assessed by self and supervisor in single report on-line On-line 360° assessment for all 20 competencies in the 20/20MDS® Situational Leadership® and Situational Communication® assessed by 360° feedback 	Functional/Knowledge Testing <ul style="list-style-type: none"> On-line functional/knowledge test questionnaire available for each of the four program levels (A, B, C and D) Intelligently recognizes electives chosen by participants 4 multiple choice answers give potentially positive and negative scores to plot overall graph 	Workplace Project Applications <ul style="list-style-type: none"> Integrated system to apply learning to real workplace projects for every module at each level Written project contribution / depth increases at each level Signed off as authentic and full verified system applied (and contributes 50% to qualifications) 	Competency System <ul style="list-style-type: none"> 180°/360° feedback, functional test & projects combine to lead to formal qualifications (formal internal and external verification system) Certificate, Diploma, Degree and Post Grad qualifications attainable Totally portable qualifications recognized in 22 countries

The Worldwide Center for Organizational Development is based in Los Angeles, California near the LAX airport. We also have offices in the United Kingdom and Australia.

