

Management Dilemmas™

Online Assessment of Managerial Judgement



Get a clear and accurate picture of whether your new and existing managers possess the key competencies needed for success in the role.

Management Dilemmas™ is a cost effective, versatile **Situational Judgement Test (SJT)**. It can be used during the initial sifting stage of a recruitment campaign or as part of an assessment event to select external and internal candidates into critical people management roles.

Management Dilemmas can also be used as a diagnostic tool in high potential leadership development programmes and generally to help managers in their current roles to improve their self-awareness and personal effectiveness through feedback and coaching.

Why Management Dilemmas?

- Management Dilemmas is suitable for any organisation of any size, single site or multisite – use the test with a handful of participants or thousands.
- It is applicable to all jobs that require effective people management.
- It has high job relevance as it contains a range of typical situations that a manager might experience at work and has been trialled extensively across a range of industry sectors.
- It is cost effective, quick and easy to access online.
- Marking is fully automated, so it's 100% error free and quicker than traditional competency based assessments, which have previously taken much longer to mark.
- Results are competency based and can be easily mapped to the requirements of a specific management position.
- The assessment is delivered via A&DC's Apollo™ platform, which means that you can easily invite participants to take tests, track their progress, and view or export participant scores at any point in a recruitment, selection or development project.
- Management Dilemmas can support multiple talent management processes, including candidate sifting, Assessment Centres, Development Centres and high potential leadership development.



What does it Measure?

Management Dilemmas is suitable for assessing first line and middle manager roles and takes 45 minutes to complete. The test measures an individual's judgement and decision making skills in typical managerial scenarios, and then generates a comprehensive feedback report against four key competencies, each comprising two sub-categories >

| | |
|---------------------------|-------------------------------|
| Leading Others | Motivating Others |
| | Making the Right Call |
| Planning and Coordinating | Making Plans |
| | Organising Work |
| Managing Performance | Delivering Results |
| | Improving Performance |
| Managing Relationships | Working with Others |
| | Handling Difficult Situations |

Management Dilemmas – Fast, effective online assessment and reporting

Management Dilemmas in Action

- 1 Choose to administer assessments yourself, or with help from A&DC.
- 2 Participants are issued with login details and complete the test online.
- 3 Participant scores relating to each competency, as well as an overall score for the test, can then be viewed online.
- 4 Reports can be accessed (free of charge) to support decision making and participant feedback.



Using Management Dilemmas

Management Dilemmas can be made available to participants by A&DC or through your own authorised practitioners. If you are running a programme in-house, our simple registration process and user training allow your practitioners to set up and invite participants via our Apollo™ online platform. Alternatively, A&DC can set up and manage the administration process on your behalf and then provide your Registered Users with reports according to the agreed timescale.

The test is purchased using 'credits', with a specified number of credits making up the per administration fee. Please see our price list for more information.

We can customise Management Dilemmas to suit your needs, including corporate branding and bespoke content for added job relevance.

Whole Person Assessment

Effectiveness at any level is linked to four aspects of a person's capability:

Character, Know-how, Experience and Competencies. Selecting and developing the right people calls for relevant measurement and feedback across all aspects – ie a 'whole person' approach.

A&DC offer a number of tools to support whole person assessment:

Dilemmas Series - Management, Graduate, Customer Service, Call Centre and Administrative

AC-EXS® - Simulation Exercises, including **Inbox™**

CBI-Smart™ - Competency Based Interview Builder

Cultural Alignment Indicator™ - Measuring Culture Fit



Management Dilemmas from A&DC

Telephone: **+44 (0)1483 860898**

Email: **info@adc.uk.com**

Web: **www.adc.uk.com**

A&DC®, Management Dilemmas™, Apollo™ AC-EXS®, Inbox™, CBI-Smart™ and Cultural Alignment Indicator™ are trademarks of The A&DC Group. All rights reserved.



a&dc
your partner
in people strategy