



The Benefits of Assessment Before Management and Leadership Training

There is nothing permanent except change may feel like a quote for the 2020s, but it was actually coined by the Greek philosopher Heraclitus over 2,500 years ago. What he couldn't have predicted, however, is how much faster change would become.

The accelerating pace of change means that both organisations and individuals must continually enhance their leadership capabilities. Given the pressures of time and resources, this development must be tailored to each person's unique needs and potential.

This is where assessment plays a critical role. By assessing individuals before training, organisations (and individuals) can ensure that development initiatives are not only effective but also precisely targeted to deliver maximum impact. Assessment helps to:

1. Personalise Development Plans

Every leader and manager brings a unique combination of strengths, weaknesses, and experiences. Pre-training assessments enable organisations and trainers to identify these individual capabilities, ensuring a more targeted approach to development.

With this insight, training programmes can be tailored to address specific areas for growth, providing participants with personalised learning experiences aligned with their professional needs. Trainees are empowered to take ownership of their development and personal growth plans.

2. Increase Training Effectiveness

Assessments provide a baseline understanding of participants' current capabilities and styles. By knowing where individuals stand before training, programmes can focus on bridging gaps and building on existing strengths.

This targeted approach leads to more efficient use of resources and time, enhancing the overall effectiveness of the training.

3. Improve Engagement and Motivation

As Malcolm Knowles highlighted in the 1980s adults are more motivated to learn when they are involved in the planning process and understand the relevance and impact of learning on their jobs or personal life.

When assessment results are linked to personal growth and career aspirations, individuals are more likely to engage actively in their development. Additionally, assessments signal an organisation's commitment to understanding and investing in its people, fostering a sense of value and motivation among employees.

4. Measure Outcomes

One of the key challenges of any training programme is demonstrating impact. By conducting assessments before training begins, organisations can establish clear benchmarks. These benchmarks provide a point of comparison for post-training evaluations, making it easier to measure progress and ROI.

5. Manage Costs

Investing in assessments might seem like an additional expense, but it can save money in the long run. By identifying the most pressing development needs, organisations can design or tailor programmes that deliver meaningful results.

6. Focus for Follow-up Learning

Assessments also provide a focus for follow-up learning. By understanding areas for development, trainees can pay more attention to building capability on-the-job and seeking feedback on progress.

Lastly when assessment is included in management and leadership development, it signals a commitment to continuous learning and improvement. It supports the values of self-awareness, feedback, and growth – key attributes of successful leaders.

Conclusion

Assessing individuals before management and leadership training is a strategic step that ensures development efforts are purposeful and impactful.

By understanding the needs and potential of participants, organisations and trainers can design and deliver training programmes that drive real, measurable results.

When combined with personalised growth plans assessments becomes an invaluable part of leadership development journey and not only enhance individual performance but also strengthen the organisation as a whole.

*Cadence uses the **Produgie Growth Leader Assessment** before management and leadership development initiatives. This assessment is based on the capabilities for leaders to be successful. See <https://www.cadence.co.nz/produgie.html>*

Leonie Black
Principal Consultant

Cadence Consulting Limited

leonie@cadence.co.nz
www.cadence.co.nz