

# The Bench Strength Experience<sup>™</sup>: All You Need to Know

The Bench Strength Experience is a unique blended learning program that integrates powerful assessment insights for aspiring leaders with unparalleled opportunities for social learning while simultaneously equipping managers and the organization to engage in talent conversations at every level of the pipeline.

## **Program highlights:**

- MDA's Bench Strength assessment measures three key foundational components of leadership potential: practical intelligence, aligned motives and values, personal effectiveness.
- The assessment accurately identifies potential in the earlier stages of employees' careers and gives these employees and their managers the development insights and tools needed for true leadership growth.
- The moderated digital platform and facilitated live learning moments provide a real-time learning environment for participants and their managers to elevate their collective leadership acumen.
- Over the course of 4 modules (3 weeks each),
   participants build community with one another, learn the
   difference between high performance and leadership,
   adopt a growth mindset, uncover the why that drives
   them, and leverage their assessment insights to have
   a purposeful dialogue with their manager about their
   contribution and aspirations within the organization.

#### For whom is the experience intended?

Individual contributors or those already in early leadership roles (e.g., supervisors, front-line managers will derive the most value from the program).

## Participants will gain:

- Powerful insights into their leadership strengths and growth opportunities.
- Broader relationships across the organization and deeper peer-to-peer learning networks.
- Belief in the power of a growth mindset applied to intentional professional development.
- Robust feedback that translates into a relevant development plan and meaningful manager conversations.

# Managers will gain:

- Alignment on the differences between high performance and potential for leadership.
- How to coach and lead with a growth mindset and create a development culture.
- Tools and a framework to facilitate meaningful career conversations with their employees.

## **Organizations will gain:**

- Unparalleled insights into the breadth, depth, and diversity
  of lower levels of the leadership pipeline and those who
  might someday be candidates for leading others (e.g.,
  supervisors, managers) and leading leaders (e.g., directors).
- Talent analytics that can be leveraged to inform future talent development strategy and investment.



# **The Participant Experience**





# Module 1: Getting Started

- Intro to the pathway / community
- Assessment completion







**Live Learning Moment** 

Growth mindset and the power of believing you can improve The difference between high performance and leading people



### **Career Dialogue** with Manager

 Putting it all together







#### **Experience Launch**

- · Communications launched
- Manager / learner orientation



#### Module 3: **Moving Insight to Action**

- The why that drives me
- High impact career conversations
- Growth planning

Module 2: Gaining the Right Mindset



Module 4: **Live Learning** Moment



- Interpreting my insight report
- Co-creating growth opportunities and practices





#### Module 4:

#### **Accelerating Growth**

- Targeted resources
- Crowd-sourced wisdom
- · Leadership vision

# The Manager **Experience**





#### Module 1: What it Means to Lead

- · Intro to the pathway / community
- The difference between high performance and leading people
- A framework for leadership



#### Module 2: Gaining the **Right Mindset**

Growth mindset and the power of believing you can improve

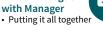


# Module 2: **Live Learning Moment**

**Career Dialogue** 



with Manager





- Communications launched
- Manager / learner orientation



#### Module 3:

#### **High Impact Conversations**

- The why that drives me
- · High impact career conversations
- Growth planning



Module 4: **Live Learning Moment** 

# **Participant/Manager Time Commitment:**

- Participants: 2-4 hours per module (combination of asynchronous and live learning)
- Managers: 2 hours per module (every three weeks)



Module 3: **Live Learning Moment** 



#### Module 4: High Impact **Development Coaching**

- Using data to drive development
- Identifying high leverage opportunities

