

The Award-Winning Bench Strength Experience™

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.

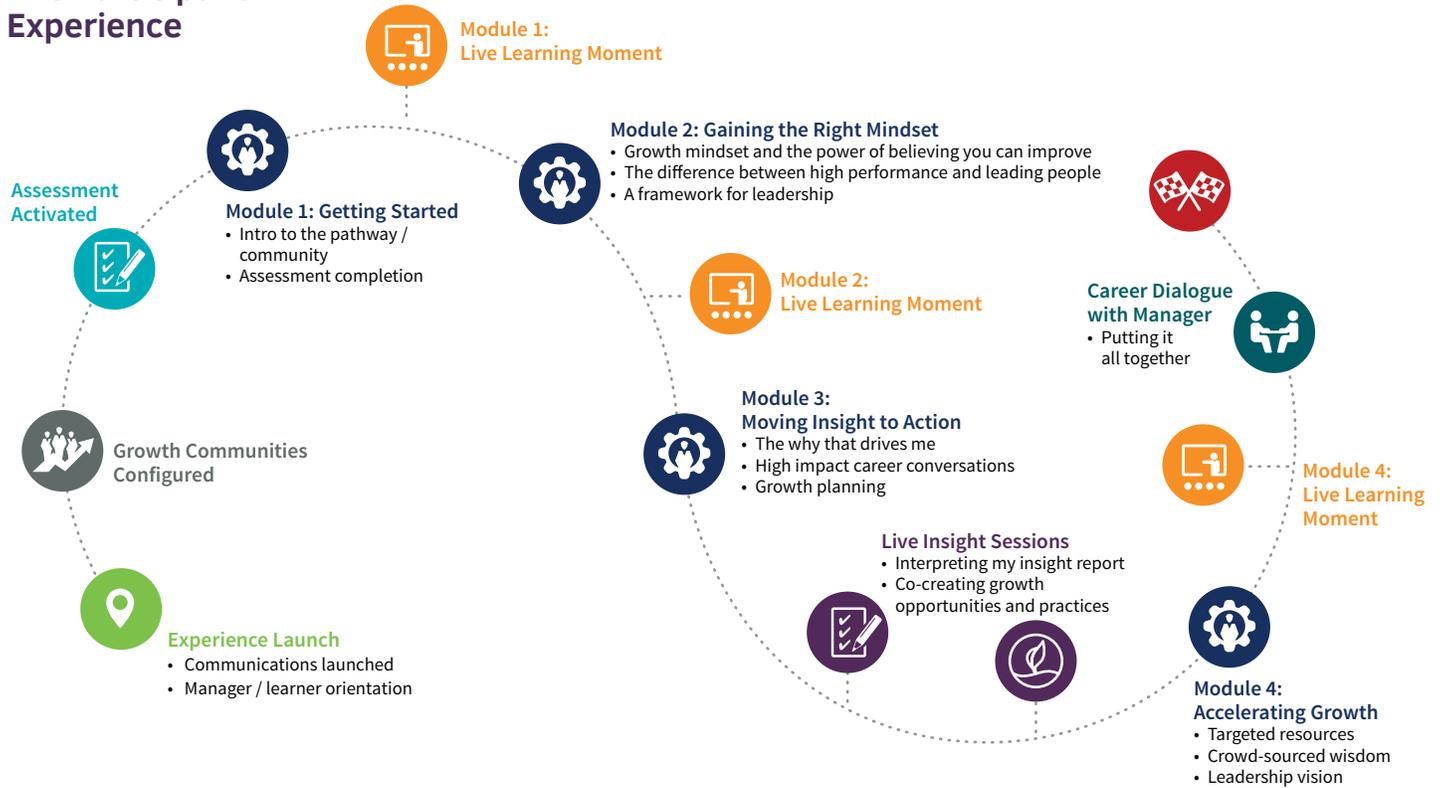
Organizations will gain:

- 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.

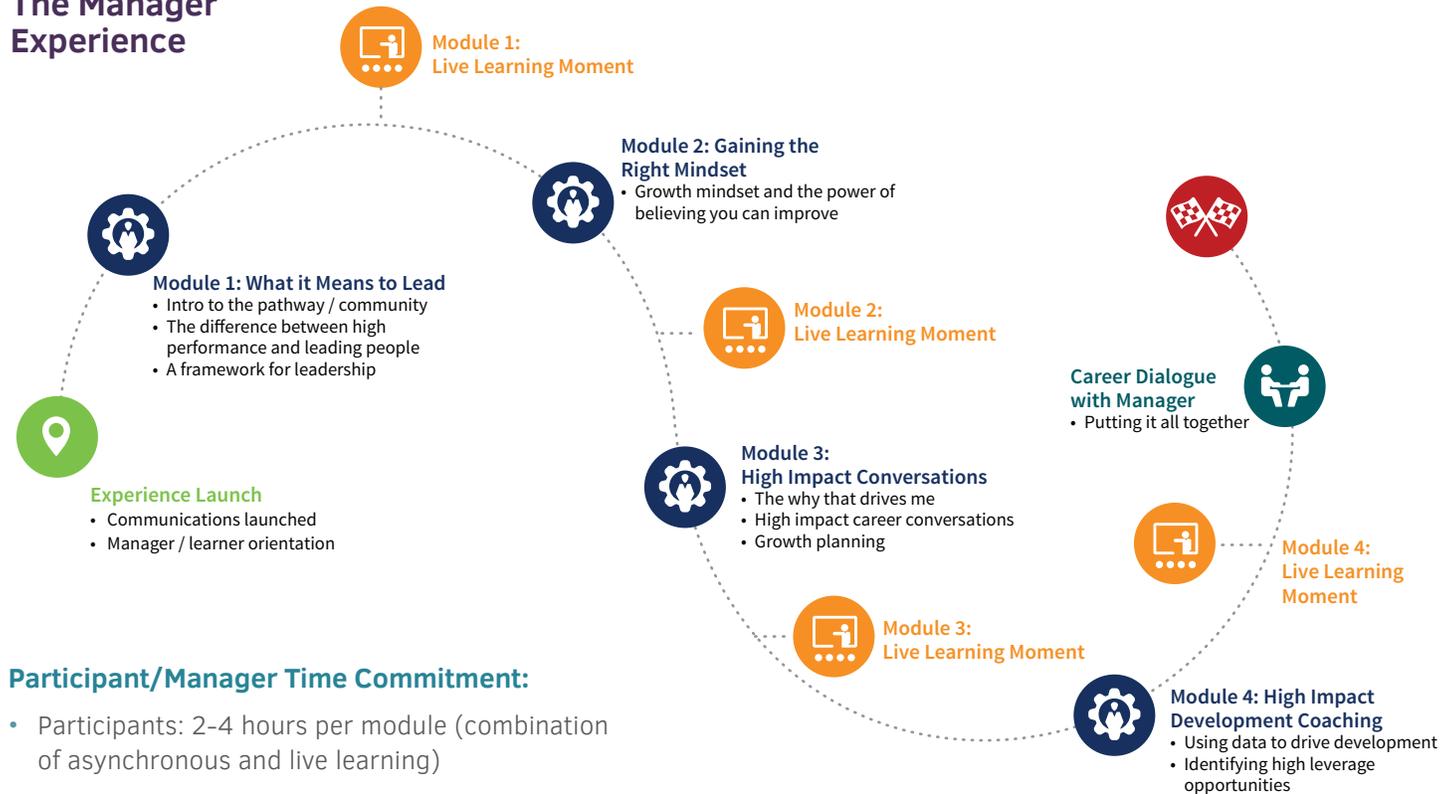
The Bench Strength Experience won a 2021 Brandon Hall Group Gold Award for Excellence in the Best Advance in Leadership Development category. Winning organizations demonstrated a people-centric approach while driving superior business results.



The Participant Experience



The Manager Experience



Participant/Manager Time Commitment:

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