

## *12 Benefits of Using MAP/EXCEL Within Your Organization*

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### TRAINING

- **Training Needs Analysis...**to determine training needs of supervisors and managers, thereby enabling the organization to invest time and money in training programs that have the best return on investment.
- **Team Development...**to identify the collective strengths and weaknesses of groups of managers who function as a team and develop action plans for team improvement.
- **Evaluation of HRD Efforts...**to measure the impact of training and management development by using MAP as a pre- and post-training evaluation to assess individual and group improvement.
- **Targeted Training...**to give trainers a profile of individual strengths and development needs so that courses can be offered on a needs basis with participants attending only those modules necessary.

### INDIVIDUAL

- **Personal Growth...**to enable participants to prepare an Individual Development Plan that outlines the competencies selected for improvement, the actions to be taken, and the support requested.
- **Career Development...**to assess the competencies and styles/values of employees so that this data can be used as input to discussions and decisions relating to career path alternatives.

- **Management Education...**to equip managers with an in-depth understanding of the 12 competencies that studies have identified as pivotal to the successful performance of managers in any organization.
- **Partnership...**to strengthen the relationship between MAP participants and their managers as partners in their ongoing growth as they commit to implementing the Individual Development Plan.

### ORGANIZATIONAL

- **TQM and Benchmarking...**to upgrade the quality of managerial performance against norms for the organization and the industry group to which it belongs.
  - **Organization Development...**to profile managerial performance by department, division, function, or other demographics that enable senior managers to strengthen weaker areas of performance.
  - **Succession Planning...**to identify areas of needed managerial development for an individual to successfully move up to the next level in the organization.
  - **Personnel Action...**to provide performance data on key competencies that can help managers to make personnel decisions on promotions, transfers, and team assignments.
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