

YOUR SUCCESS IS OUR MISSION



DEVELOPMENTAL
ASSOCIATES LLC

DEVELOPING PEOPLE FOR ORGANIZATIONAL SUCCESS

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ABOUT DEVELOPMENTAL ASSOCIATES

Dynamic educational, governmental, and nonprofit organizations are vital to society and effective leadership drives their success. Limiting our practice to only organizations that are mission driven to serve others, we find that emotional intelligence is a driver for success whether in an individual leader, staff member, or team.



Developmental Associates helps organizations identify and develop leaders, people, and programs to achieve superior results. Our work is guided by these philosophies:

- Working in partnership with your organization
- Customizing our work to fit your organization's culture and the challenges you face
- Establishing a reputation as valued experts who are fair, credible, and trustworthy
- Using emotional intelligence concepts and research to ground our work



We Are Subject Matter Experts with Practical Experience

With partners and consultants who have served as executives in government, education, and nonprofit organizations, Developmental Associates uses a deep understanding of local government, education, and non-profits, along with a comprehensive, scientific approach, to customize our work based on each client's needs.

In addition, we have public safety and academic experts on our team who have years of experience working with public safety agencies to increase their effectiveness. Developmental Associates is positioned to provide tailored services for law enforcement, fire and emergency medical services, emergency management, and emergency communication. We measure technical skills but also ground our work in the research behind emotional intelligence and effective public safety professionals.



We believe effective management of organizations is fundamental to creating a better society. Whether it is hiring an executive, promoting supervisors, coaching employees to be better performers, training to enhance effectiveness, or building cohesive teams, Developmental Associates has a service to meet your needs.

OUR SERVICES

We Offer Evidence-Based Talent Identification

for Executive and Leader Recruitment, Screening and Selection

Our approach: We believe that interviews are necessary but not sufficient for a comprehensive assessment of technical and emotional intelligence competencies. We provide you with evidence-based objective, accurate, and in-depth information to help you make informed decisions about the executives and leaders for your organization by using the following methods:

- We obtain stakeholder input to customize the recruitment, screening, and selection process specifically to the challenges facing your organization.
- We employ multiple methods to recruit and intensively screen candidate attributes against employer criteria.
- We assess Emotional intelligence (EI) throughout the process such as having candidates answer interview questions that reveal EI behaviors in past situations, complete an emotional intelligence assessment, and participate in exercises that require EI skills to perform at the highest levels.
- We design tailored skill simulation exercises that enable firsthand observation of candidate competencies and provide information that goes well beyond what can be learned in an interview.
- We recruit volunteer subject matter experts trained on how to objectively observe, record, and evaluate candidates to ensure multiple, diverse rater teams are rating your candidates against behavioral criteria and not personal opinions.
- We offer simulations that can be conducted virtually using video-conferencing technology or onsite.
- We provide employers with in-depth profiles of the finalists and tailor finalist interview questions based on objective candidate strengths and weaknesses.

Developmental Associates excels in providing evidence-based objective, accurate, and in-depth information to help organizations make informed decisions about their executives and leaders.



OUR SERVICES

We Offer Evidence-Based Talent Identification

for Public Safety Selection and Promotional Assessment

Our approach: We develop public safety selection and promotional processes that are valid, reliable, and viewed as transparent and fair by the participants for law enforcement, fire safety, emergency management, emergency medical services, and emergency communication positions. Whether you are trying to hire a public safety executive, develop a promotional process, enhance supervisory effectiveness, or build a more effective command staff, we offer a service that you can count on that is valid, comprehensive, evidence-based, and legally defensible. Better, more employees produce superior organization performance.:

- We create legally defensible assessment center exercises based on multi-method job analyses that obtain stakeholder participation.
- We measure a range of technical, leadership, critical incident, and emotional intelligence skills using behavioral-based and validated psychological assessments including measurement of key skills for today such as empathy, impulse control, team building, and social responsibility.
- We facilitate virtual or on-site assessments of candidates using highly trained, external subject matter experts to serve as assessors.
- We deliver behavioral-based candidate feedback and co-design professional employee development plans.



Developmental Associates excels in developing public safety selection and promotional processes that are viewed as valid, reliable and transparent by law enforcement, fire safety, emergency management, emergency medical services, and emergency communications personnel.

OUR SERVICES

We Facilitate Training

Training and Certification

Our approach: We work with you to assess your training needs and customize programs to your organization and staff. We also offer assessment certification workshops for a suite of emotional intelligence products. We use adult-learning approaches to facilitate participant engagement, transfer of training, and retention to program completion.

- We offer stand-alone workshops or a series of workshops with intact work groups or across organizational levels depending on your needs.
 - * All workshops are grounded in learning and improving skills in a variety of areas to achieve desired results.
- We enhance team effectiveness by increasing knowledge of complementary and competing skills and providing tools for cohesive functioning.
- We ensure retention of skills by providing “Booster Shots” over a 1-year period, increasing your return on investment.

We Offer Executive Coaching

Our approach: We ground our work in individual and 360 emotional intelligence assessment and ensure you have the tools and skills to stay successful. We customize the following process to meet your needs:

- We discuss your goals and match coaching to what you need and want.
- We facilitate jointly-designed professional development plans with accountability measures.
- We can offer multi-method feedback including psychometric instruments (EQ-i 2.0 and 360, Pearman Integrator, MBTI, Strength Finders, Human Patterns, DISC) individual interviews with key stakeholders, and other methods of assessment.
- We work within a framework of assessment, challenge and support.
- We encourage inclusion of work-team assessment to enhance individual development
- We provide individual and team coaching.

We Offer Personal and Team Assessments

Our approach: We believe that coaching and training are the most successful when individuals gain awareness about key skills that predict leadership and work effectiveness. We use a variety of assessments and simulations which we can integrate into individual coaching, team development, or large group workshops. Developmental Associates is certified to “train the trainer” on many assessments!

For more information, contact us: info@developmentalassociates.com