**Purpose:** To assess management skill levels by identifying and evaluating individual managerial and leadership capabilities, and to help participants improve these skills.

**History:** Businesses and organizations have used the assessment center methodology to select, evaluate and develop individuals for managerial positions for many years. The assessment center method is unique in that it combines standardized procedures in which competencies for a specific position are identified and assessed using both individual and group simulations and activities. This method can also help current and prospective agricultural business managers and owners strengthen their organizations.

**The Assessment Center will...**

- Feature individual and group simulations involving challenges that a manager/owner may encounter
- Assess individual behaviors in nine critical business management skills
- Offer the opportunity to interact with and learn from other farm/business managers and owners
- Provide personalized feedback designed to improve your management abilities
- Initiate the development of personal action strategies focused on management

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What’s in it for you?

Having a profitable farm and business means **MORE** than being good with cows, crops or equipment…

**Management Assessment Center can**

Successful farm and business management requires the ability to **lead** and **communicate** with stakeholders, **manage** resources and information, and make and implement **creative** and **effective decisions**.

**What will you be assessed on?**

Management Assessment Center incorporates activities and simulations that enable you to demonstrate your skills and abilities on **nine management-related attributes**…

1. Communication
2. Planning and organizing
3. Leadership
4. Decision making
5. Managing resources
6. Empathy
7. Initiative
8. Creativity
9. Teamwork

**Schedule Overview**

Activities in the Management Assessment Center include a group discussion with non-assigned roles, a group discussion with assigned roles, a background interview, an in-basket activity, a written case study and a personnel discussion.

**Day One Activities:**
- Group Discussion
- In-basket Activity
- Performance Discussion
- Background Interview

**Day Two Activities:**
- Group Discussion
- Case Study
- In-basket Interview
- Wrap-up Group Session

**Follow-up Meeting (typically two weeks later):** An individual feedback and coaching session with assessor where suggestions for self-improvement in any of the nine attributes are discussed. This includes two very useful personalized reports to take with you.

**Reports**

**Assessment Report**

This personalized report will include…

- Final farm and business management overview
- Rating sheet and comments for each of the nine attributes
- Final thoughts from the assessors

**Resource Guide Report**

This report provides resources for follow up support after completion of the Management Assessment Center.

Individuals are encouraged to review their Assessment Report and determine which attributes they wish to further develop. The resources listed will assist in focusing a professional development plan. Resources are categorized by each of the nine behavioral attributes and include books, workshops and workbooks.