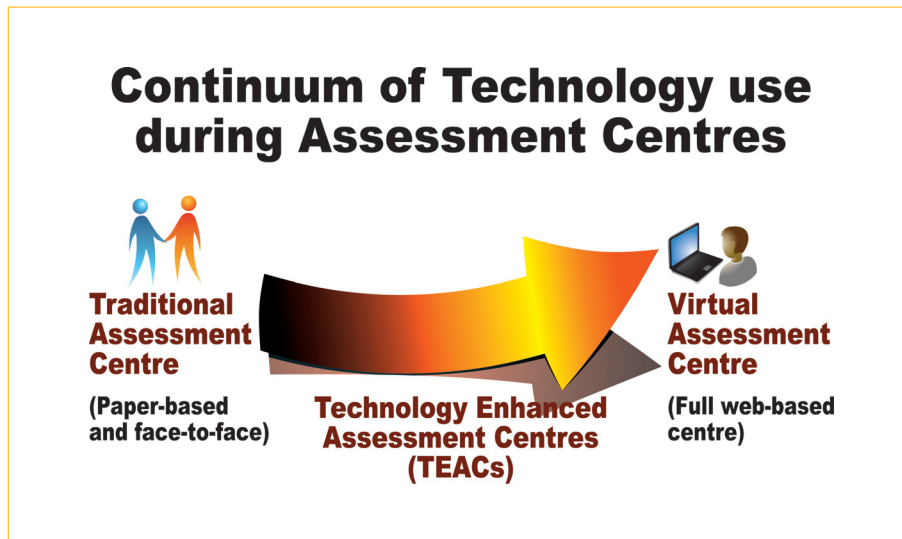


**TECHNOLOGY-ENHANCED CENTRES (TEACS)**

**E-evaluation™ enables the use of Technology that suits your unique needs.**

**Now we have a choice!**



**Can only certain simulations of an Development Centre (DC) be delivered using the internet?**

The target job, as well as the organisational context, dictate the extent to which technology is incorporated within a Development Centre.

We use technology to ensure that the twenty-first-century work environment is mirrored as far as possible. If the target job incumbent uses the internet to send and receive emails, the DC should deliver its emails in the same way. If the target job incumbent does not coach subordinates telephonically, this should not be expected of a participant during the DC.

**What simulations can be delivered using the internet and telephone?**

All simulations can be delivered in this manner if that is what is required in the target job.

However, if face-to-face interaction is still a big part of the target job, then all the written material/ simulations can be delivered via the internet, while all the interactive simulations are delivered in person, face to face.



**Can Coaching Development Centres be using technology?**

The internet and phone can be incorporated according to the client's need. For example, all pre-work can be delivered via the internet before the start of the Centre. The In-Basket exercise can still be delivered via the internet, but this will be done at the Centre after the first coaching discussion between the participant and coach. Likewise, the phone can also be used for the interactive simulations while the Coaching Centre is in progress.

Alternately, the entire Coaching Development Centre can be administered in a virtual way. All simulations are done virtually, as well as all debriefs and coaching discussions between participant and coach.

**The choice is yours!****MOBILE:** +27 (0)82 462 4560 **FAX:** +27 (0)86 600 7519 **EMAIL:** [info@lemasa.co.za](mailto:info@lemasa.co.za)**SELECT** TALENT**DEVELOP** TALENT**NURTURE** TALENT