



WE ENCOURAGE AND SUPPORT DEVELOPMENT

Europe-wide

With offices in several European cities and an international team of highly experienced trainers and consultants, we guarantee the highest quality of management development programs in local languages almost anywhere.

Customized solutions

Based on well-proven training components and tailor-made to meet your company's specific needs, our programs help you produce extraordinary results and achieve a competitive advantage.

Sustainability of management development

Goal orientation, practice-orientation and knowledge transfer are integral parts of our standards, helping you to raise long-term company value, both on an individual as well as on a company level.



BASICS

OUR CONCEPT
FOR YOU
AT A GLANCE

- inside-out approach
- 4 development levels: roles, beliefs, skills, tools
- focus on transfer, results and quick wins
- lean processes and high degree of transparency and communication
- in English and/or all local European languages
- top consultants and trainers
- professional organization

ABOUT US

Our mission

WE ENCOURAGE AND SUPPORT DEVELOPMENT

Investing in leaders' management development and bringing their hidden potential to the surface ensures sustainable benefit and stimulates a creative process of innovative changes. Our work is about helping you create and sustain a high-performance organization through high-performance managers.

Our vision

MDI Management Development Institute is one of the leading providers of management development solutions in Europe. With its programs for the managers of today and tomorrow, MDI is actively involved in shaping corporate development.

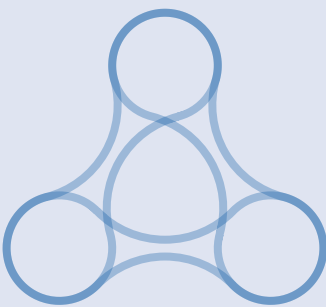
Our values

MDI people are dedicated to quality and excellence, flexible and committed to working together as partners.

Quality: In all our activities, we are dedicated to implementing solutions with excellence.

Flexibility: We are fast and creative in searching for the right solution, process the implementation phase quickly, and react flexibly to changing needs.

Partnership: We see our customers as partners and strive for them to see us not just as a service provider but as a reliable long-term partner.



Quality management, evaluation

involvement of top management (steering committee), ongoing comparison of target and results, and adjustment

PREPARATION STAGE

Needs analysis

based on corporate strategy, goals, mission statement, leadership principles, competencies

Staff potential assessment

skills assessments and definition of learning targets

Learning architecture

define "common thread" and appropriate development measures

Design

of development measures such as training, coaching (methodology, content)

SOLUTIONS

- **Management development consulting**
 - experienced in-depth consulting in various industries to generate long-term value
 - tailor-made overall management development solutions
 - MDI approaches are state-of-the-art, goal-orientated and well-proven
- **Management development training**
 - conducted by highly qualified trainers with profound management experience
 - of consistent quality – for managers, executives and high potentials – and customized to suit local requirements
 - including knowledge transfer, best practice and instructions for use in everyday work
- **Outsourcing HR development**
 - optimally efficient and cost-saving HR support
 - educational counseling and career development
 - design, implementation and organization of professional training and career development programs

IMPLEMENTATION STAGE – AN EXAMPLE

- **Kick-off** Introduction, come-together
- **Module 1** Self-management as the basis for effective leadership
- **Module 2** Communication in challenging situations
- **Module 3** Management and development of high-performance teams
- **Module 4** Leading people successfully (incl. leadership style-assessment)
- **Follow-up day** Reflection, evaluation, future perspective

MDI AS WE LIKE IT

Facts & figures

- 44** European countries served by 8 MDI country offices
- 46** years of experience in management development (since 1964)
- 39** employees and partners
- 120** trainers and coaches
- 92** % of participants rate the quality of MDI trainings as excellent
- 95** % of MDI clients would recommend MDI to others

References

ABB, Abbott, Andritz, Baxter, Borealis, Delfort Group, EconGas, EMC2, Europapier International, Flextronics, Henkel, Johnson&Johnson, Kapsch, Konica Minolta, Kraft Foods, Lafarge Perlmooser, Magna, Migros, Mondi, Nestle, New Frontier Holding, Nokia, Nokia Siemens Network, Novartis, OMV, Oracle, Petrom, Peugeot, Pipelife, Red Bull, REWE, Semperit, Siemens, Sony, Swarovski, Thales, T-Mobile, TNT, Unisys, Voestalpine, Wienerberger, Wyeth ...

MDI from A to Z

In Athens, Budapest, Bucharest, Heidelberg, Ljubljana, Sarajevo, Vienna, Zagreb ... and everywhere else in Europe.

FOLLOW-UP STAGE

Transfer of learning into practice on an individual as well as an organizational level (individual coaching, working in peer groups, success diary, project work, buddy system, supervision)

Success analysis and documentation of experience and achieved development

Future perspective and definition of further development steps

Q: How can you guarantee knowledge transfer?

A: By establishing measurable short- and long-term targets which can be evaluated before and after the completion of the program – these include the reactions of the participants, the learning results, the extent of behavior improvement and the effect on the business. We also apply relevant measures to ensure the transfer of knowledge in accordance with individual learning styles and the nature of the work.

FAQ

Q: What approach does your company follow?

A: Our methodology combines various approaches. You will find the best elements of solution focus, systematical perspectives and NLP, among others, combined to make sure that you as a leader get what you need to succeed in real life. We follow a pragmatic, transfer-orientated approach.

Q: How does MDI measure the success of its management development programs?

A: We use a variety of evaluation procedures to achieve a meaningful assessment in the organization. Regular, periodic surveys of our clients and participants allow us to review the intermediate results of our programs, the increase in knowledge and capabilities, and the improvement in behavior. We then align our programs to the modified requirements so as to reach the overall goal.

Q: Which skills and background characterize international MDI trainers?

A: Our trainers have extensive experience in fields relevant to the clients' specific needs and in managerial positions, and receive constant exceptional feedback from previous clients. All of our trainers can look back on a minimum of 100 days of training in a corporate environment.

"MDI trainers have the ability to link and communicate the most diverse subject areas of leadership and management with competence and confidence. Clear, comprehensible concepts with a high practical approach make these trainings an integral part of successful leadership accomplishment." **Manuela Suberg, Migros-Genossenschafts-Bund HR Management / Development**

"We have been cooperating with MDI in the CEE countries for years. MDI supports us in many ways to accomplish our retail vision internationally and also provides operational support to have the best-trained filling station partners and employees." **Tanja Obmann, OMV Refining & Marketing GmbH**

"As MDI Greece, we are members of a powerful community of training experts who offer unique, customizable client-centered solutions across Europe. Hence, we are able to share invaluable experiences and best practices that can give us a competitive edge in the training and consulting industry which we then pass on to our own clients." **Sotiris Karagiannis, MDI Partner Greece**

QUOTES

FAQ

Q: What are the main challenges of rolling out an international management development program?

A: Creating platforms for international communication between subsidiaries and head offices and applying the overall strategy in practice while meeting the requirements of all involved stakeholders. All of this should take into consideration cultural sensitivities.

"In MDI, we have a reliable partner for rolling out training initiatives from Lisbon to Kiev and from Oslo to Istanbul. Our agreement with MDI allows us to offer the same content and the same approach for leadership development in 21 different countries – always in the local language. The feedback we are receiving from participants is high, a sign of the level of quality that MDI can ensure." **Vittorio Pesoli, Abbott HR**

"Mondi has been working with MDI in the area of leadership and communication training for several years. Throughout our cooperation, we have always observed a very high level of professionalism and flexibility. Both are crucial factors for us when it comes to selecting our training and development partners and MDI has always succeeded in meeting our requirements. We can recommend MDI as a highly committed business partner and look forward to our future work together." **Eva Mirau, Birgit Höttl, Mondy HR Development**

"MDI's Management Development Curriculum was an important step in improving my leadership skills. Managing an international team with a diverse group of people requires the capability to adapt management styles accordingly. In this regard, and regarding a wide range of managerial requirements, the curriculum benefited me greatly. I was able to focus on MDI's highly professional and practice-oriented approach and I feel more confident in my daily management work as a result." **Roland Wiesmüller, Nokia Siemens Network, Head of Sales, CSI Central**

"As a client, I appreciate the flexibility of MDI trainers, their versatile knowledge and their ability to adapt the training content to the participants' expectations and needs. Collaborating with MDI is always hassle-free and exceedingly customer-oriented." **Gerda Sparber, Swarovski HR**

"We start with the assumption that leadership is partnership. Especially in today's flexible and always changing business structures, a win-win attitude is crucial to achieving the best results together. Leaders need to be flexible in their daily behavior and at the same time should strive to coach their employees towards higher levels of empowerment." **Gunther Fürstberger, MDI General Manager**

QUOTES

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