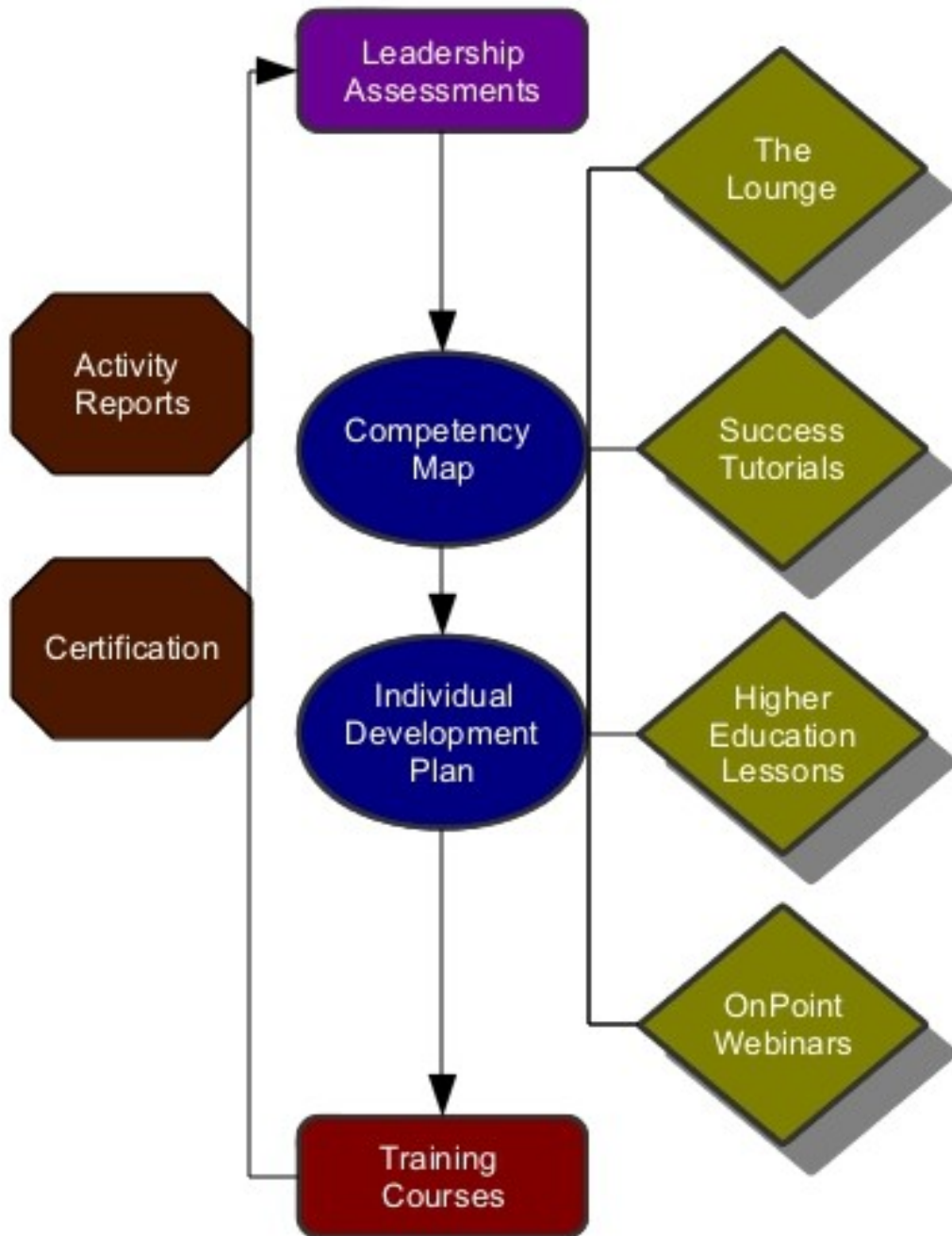


Management Development Program



Leadership Assessments

Program participants are encouraged to start the program by first completing an online assessment, which has been developed using competency characteristics identified by Harvard Business Publishing. The self-assessment creates a personal profile of leadership characteristics and provides input for the participant's individual development plan. Participants can also initiate a 360° assessment at any point in the program to receive feedback from their peers, subordinates and supervisor. The 360° assessment provides additional input to help participants with their ongoing professional development activities.

Competency Map

An interactive competency mapping tool is available to assist participants in selecting their training courses in conjunction with their leadership assessment results. This tool easily identifies what competencies are covered in which courses.

Individual Development Plan

The Individual Development Plan (IDP) is an online portfolio management system that captures the participant's journey through the program. The IDP serves as a platform for participants to identify performance-based outcomes and links planned and completed training activities directly to each participant's individual development goals. The system can also be used to record developmental activities completed outside of the CEE Management Development Program.

Training Courses

The program offers over 70 asynchronous online courses covering management and leadership topics, as well as functional areas of career college operations. Each course takes about 4 hours to complete and participants are encouraged to finish the course over a period of 4 weeks. All courses are supported by expert trainers who are available to answer questions and facilitate discussions. Participants may take up to six courses on an annual basis depending on their institutional subscription arrangement and in concert with their individual development plan.

The Lounge

The Lounge provides a learner-centered setting for informal discussions and knowledge sharing outside of the traditional training environment. Program participants can exercise their own thoughts and reflections, and make their own connections. The Lounge is the place to find and link up with other users with similar interests through blogs, discussions, and creation of ad-hoc learning communities. The Lounge provides a medium to enhance the transfer of training to the workplace. It enables participants to mutually discuss leadership and management questions, issues, challenges, and/or examples that are current and relevant to the workplace.

Success Tutorials

While participants are engaged in the program, specific situations may arise that fall outside of the learning objectives in their enrolled courses. A wide variety of "cut-to-the-chase" tutorials are available to provide ideas, tips and techniques for managers and supervisors.

Higher Education Lessons

These short lessons provide an overview of higher education in the United States and discuss the various operating models of institution types within the sector. Sponsored by Campus Management Corp., these lessons are offered to CEE participants as informal learning opportunities with no certificates or CEUs awarded.

OnPoint Webinars

Program participants have the opportunity to have live interactions with MaxKnowledge/CEE expert faculty through our OnPoint Webinars. Our webinars are one-hour tailored presentations focused on a particular issue or topic requested by a subscribed institution. The webinars combine a slide show presentation with a teleconference bridge. Attendees have the opportunity to ask questions and participate in discussions.

Certification and Activity Reports

As participants progress through the program, they receive a Certificate of Completion with 4 hours of Continuing Education Credit for completion of each online course. In addition, the program provides online training activity reports that can be accessed anytime. These reports allow participants to privately view their individual progress and activities as they proceed through the program. Reports on all participants are also available to administrators identified by the institution to keep a pulse on participant accountability and overall program outcomes.