PDI Ninth House Interactive Tools

An Introduction

PDI Ninth House Interactive Tools provide “bite-sized” refresher training and practical, on-the-job application tools with customized printouts to enable leaders and individuals to immediately practice impactful behaviors. Based on the PDI Development Pipeline® and GAPS Grid, these tools are designed to complement other training, coaching, or learning activities. Interactive Tools can be included as part of your PDI Ninth House solution or as stand-alones when you are using a PDI Ninth House development model.

The Tools

THE DEVELOPMENT PIPELINE TOOL SET

PDI Ninth House’s Development Pipeline is the basis for leader assessment and development. It focuses on five areas that leaders need to create and sustain growth. The PDI Development Pipeline is a powerful tool that helps managers provide targeted coaching to each of their employees—for improved performance and skill building. The interactive PDI Development Pipeline Tool gives managers an additional way to take the pipeline concepts and use them on-the-job to actively coach their employees. The tool set includes two online modules:

• The PDI Development Pipeline—Overview—reviews the PDI Development Pipeline approach and provides a brief explanation of each of the five conditions in the pipeline framework: Insight, Motivation, Capabilities, Real-world Practice, and Accountability.
Contact us today to learn more about our Interactive Tools and how they can help your managers focus on key development areas that will have the most impact on your leaders and organization. Call your local PDI Ninth House office or visit us at www.pdinh.com.

The PDI Development Pipeline—Your Conversation Guide—an online diagnostic tool that prompts the manager to assess where a particular direct report is getting stuck for a specific development need. Based on the manager’s input, the program dynamically generates a printable Conversation Guide that will help the manager prepare for a productive coaching conversation with that direct report.

THE GAPS GRID TOOL SET

The GAPS Grid helps people determine how to best focus their energy on development objectives that will make a significant difference for them and their organization. Our online GAPS Grid Tool Set can be used by managers to prepare for and facilitate conversations with direct reports about where they should focus their development efforts.

The tool set consists of two online modules:

• **GAPS Grid—Overview**—reviews the GAPS Grid model and provides a brief explanation on each of the quadrants in the grid: Abilities, Goals and Values, Perceptions, and Success Factors.

• **GAPS Grid—Your Conversation Guide**—an online diagnostic tool that prompts the manager to assess a particular direct report: What is important to the person and to relative stakeholders? Where is the person now? Where do you find alignment? Where do you find gaps? Based on the manager’s input, the program dynamically generates a printable Conversation Guide that will help the manager prepare for a productive development conversation with that direct report.

How It Works

PDI Ninth House’s Interactive Tools are hosted on our server and are accessible from our online Tools Portal. You can access the password-protected tools from any computer with Internet access. Additionally, you may have the tools integrated into your learning management system so that users access the tools through your system.

Interactive Tools pricing is based on an annual per-user license and a one-time technical service fee. We also have additional services available to assist you with integrating these tools into your development program strategy.