

## Help Develop and Improve Performance in Leaders

People quit people – not companies. A bad manager negatively affects attitudes, productivity and turnover. Good managers provide direction, build trust and cultivate their employees' talents to achieve results.

The Profiles CheckPoint 360° Feedback System™ provides the basis for planning and executing a program for professional growth for each manager. The CheckPoint 360° Feedback System™ is a multi-rater feedback process that provides managers and leaders with an opportunity to receive an evaluation of their job performance from the people around them, compare the opinions of others with their own perceptions, positively identify their strengths and pinpoint the areas of job performance that could be improved.

A powerful professional management development tool, the CheckPoint 360° Feedback System™ positively impacts an individual's growth and the organization's success.

### The Process

Each participant completes an evaluation – via the Internet - a process that takes about thirty minutes. Participants, other than the "Boss," are guaranteed anonymity and are urged to be honest and objective in their responses. Results from all participants are compiled in a report that is returned to the manager.

### Full Color Report

Narrative descriptions and colorful graphs and charts in the CheckPoint 360° Feedback System™ Reports help managers understand and effectively use assessment data for self-development. The report has a special personal growth section that coaches the manager to improve performance in development areas.

For managers, supervisors and others in leadership positions, the CheckPoint 360° Feedback System™ can facilitate peak performance that generates improved productivity. The assessment process is concerned with managers' job performance in eight skill clusters and eighteen universal competencies:

### Communication

- Listens to others
- Processes information
- Communicates effectively

### Adaptability

- Adjusts to circumstances
- Thinks creatively

### Task Management

- Works efficiently
- Works competently

### Development of Others

- Cultivates individual talents
- Motivates successfully

### Leadership

- Instills trust
- Provides direction
- Delegates responsibility

### Relationships

- Builds personal relationships
- Facilitates team success

### Production

- Takes action
- Achieves results

### Personal Development

- Displays commitment
- Seeks improvement

### Organizational Management Analysis™

Information produced by participation in Profiles Checkpoint 360° Feedback System™ gains added significance through an Organizational Management Analysis™ (OMA).

The OMA provides an executive summary from all Checkpoint 360°™ individual feedback reports generated on a selected group. The analysis examines your company's culture and provides insights to the alignment of management groups with the company's goals and objectives.

*"We find Checkpoint 360° helpful in leadership development. The assessment aids us in identifying strengths and weaknesses."*

*- Rita Knowles, Holy Family Memorial Hospital*