

CheckPoint 360™ Feedback System

Organisational Management Analysis™

An Executive View of an Organisation's Leadership Pipeline

Alignment of management with the top goals of the business is key in driving increased productivity and business success. The CheckPoint OMA (Organisational Management Analysis™) is a comprehensive tool, designed specifically for senior executives, that provides valuable insight into the overall abilities and alignment of 18 Critical Management Skill Sets for leaders at all levels of the organisation. To produce an OMA report requires your leaders to complete a CheckPoint 360™ Feedback survey. The OMA reduces the magnitude of 360° data for each leader to six precise executive reports.

CheckPoint™ OMA™ is a valuable tool which helps senior executives:

- Obtain a high level view of the organisation's management skill set's strengths and management skill gaps
- Ensure alignment to the company's vision, mission and strategic business goals for human capital management and development
- Develop a targeted leadership training system to address specific leadership challenges that may be pervasive within your organisation
- Provide personalized leadership development plans for leaders at all levels of the organisation

CheckPoint™ OMA's comprehensive reporting suite provides detailed insight into the following management capabilities:

Skill Sets	(*)	Percentage of Raters		
Delegates Responsibility		29%	38%	33%
Seeks Improvement		29%	34%	37%
Listens To Others		28%	38%	34%
Thinks Creatively	6	27%	40%	33%
Cultivates Individual Talents		27%	30%	34%
Processes Information		24%	30%	38%
Facilitates Team Success	1	25%	31%	40%
Provides Direction	5	34%	40%	36%
Communicates Effectively	3	28%	40%	30%
Motivates Successfully	4	27%	30%	43%
Builds Personal Relationships		22%	38%	40%
Achieves Results	2	30%	29%	59%
Adjusts to Circumstances		19%	44%	37%
Takes Action		18%	39%	43%
Works Competently				
Instills Trust				
Works Efficiently				
Displays Commitment				

CheckPoint OMA identifies perceived strengths and areas for development across your entire management team, allowing you to prioritise your leadership development initiatives.

Critical Skill Set Summary – Identifies the skill sets considered by your management team to be the most critical to the success of your organisation. This information is vital to ensure management priorities are consistent throughout the organization.

Critical Skill Set Analysis – Provides detailed analysis of alignment between individual managers and their bosses regarding the critical Skill Sets important for business success as determined by your management team. This information identifies and resolves potential differences in priorities between managers and their senior executives.

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Robust Measurements

CheckPoint 360™ measures 8 Management Competencies and 18 Skill Sets, including:

Communication

1. Listens to others
2. Processes information
3. Communicates effectively

Leadership

4. Instills trust
5. Provides direction
6. Delegates responsibility

Adaptability

7. Adjusts to circumstances
8. Thinks creatively

Relationships

9. Builds personal relationships
10. Facilitates team success

Task Management

11. Works efficiently
12. Works competently

Production

13. Takes action
14. Achieves results

Development of Others

15. Cultivates individual talents
16. Motivates successfully

Personal Development

17. Displays commitment
18. Seeks improvement

Organisational Development Summaries

The report provides an analysis of the percentage of your team within or above the Favorable Zone that defines the target level of management capability for each critical skill. This information pinpoints common management challenges in your organization and provides a baseline for leadership development at a group level.

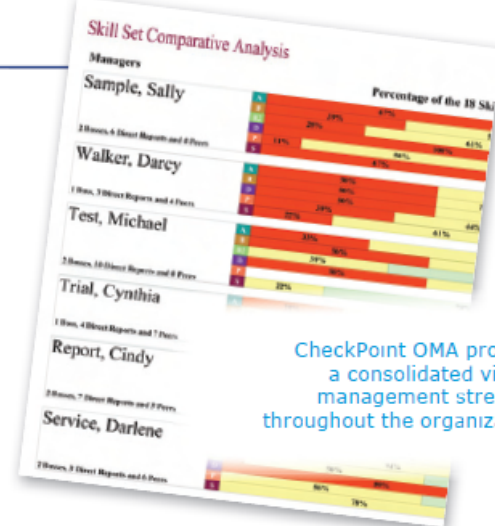
"This program is designed for improving managers' skills and thereby improving employee retention and productivity. It is an effective program that implements lasting change."

—Jim Sirbasku, CEO,
Profiles International

Skill Set Comparative Analysis –

Provides a high level summary comparing individual manager's skills against the Favorable Zones across all 18

Management Skill Sets and all reference groups. This analysis makes it easy to identify managers who require further leadership development.



CheckPoint OMA provides a consolidated view of management strengths throughout the organization.

Organisational Development Priorities –

Provides an overview, by skill set, of all managers who received recommendations for improvement for a specific skill set. This allows organisations to quickly pinpoint, prioritise and implement management training programs.

Organizational Training Needs Analysis –

Provides guidance on specific activities that should be addressed in training for each of the 18 Critical Skill Sets. These activities are supported with detailed Personal Action Plans and Coaching Guides from the CheckPoint SkillBuilder solution.

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imagine great people

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