


Manager Contribution Assessment™

<p>WHAT IS IT?</p>	<p>The Manager Contribution Assessment is a cost effective and efficient tool that evaluates how well a manager performs from 4 different respondent perspectives (the manager and supervisor, reports, peers and a 4th as needed). It evaluates quickly and objectively 5 Managerial Challenges based on 15 Personal Capabilities, those management practices that are crucial to the attainment of a high level of individual performance.</p>
<p>THE MODEL</p>	<div style="text-align: center;">  </div> <p>PERSONAL PERFORMANCE (improving one's personal results.)</p> <ul style="list-style-type: none"> Quantity/Quality of Output Problem Solving Decision Making <p>EMPLOYEE SUPPORT (ensuring that the work atmosphere is cooperative, non threatening and supportive.)</p> <ul style="list-style-type: none"> Employee Dialogue Employee Coaching Employee Partnering <p>MANAGEMENT STYLE (developing a management style that is participatory, open, flexible and inclusive.)</p> <ul style="list-style-type: none"> Employee Involvement Supervisory Approach Responsibility Delegation <p>LEADERSHIP (being seen as a leader by employees.)</p> <ul style="list-style-type: none"> Influence Foresight Customer Focus <p>MANAGEMENT EFFECTIVENESS (managing effectively both human and physical assets.)</p> <ul style="list-style-type: none"> Employee Selection Workplace Environment Team Building
<p>ADVANTAGES</p>	<ul style="list-style-type: none"> Identifies a manager's strengths and weaknesses Enables the manager with the supervisor to select areas for improvements Helps the manager compare the perceptions of different groups with whom he/she works Permits the manager to modify his/her approach to different respondent categories Enables the manager to make a comparison with the aggregate evaluations of other managers (benchmarking)

CHARACTERISTICS

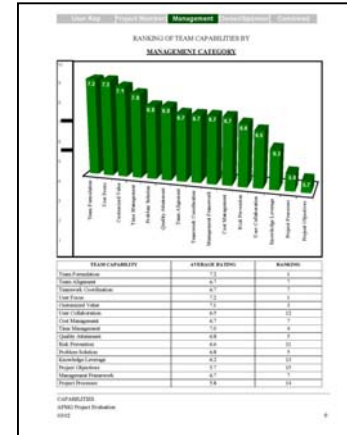
- Questionnaire customized for each organization
- 4 questions for each Capability for the manager, supervisor and reports, 2 for all others (the respondent rates each question on a scale of 0-10)
- Open-ended questions if needed
- Each category of respondents can be subdivided into major groups and subgroups
- Multiple data capture possibilities (via the Internet, paper pencil kits, telephone interviews with confidentiality of respondents assured)
- Report delivered in written and electronic format
- Information is objective and unbiased
- The aggregated perceptions of all respondent categories and their subdivisions can be compared to determine the degree of alignment (manager, reports, etc.)

REPORTS

Reports are produced in modular format (Managerial Challenges, Personal Capabilities, Management Practices, Frequency of Distribution, Progress)



Comparison of Reports subgroups



Ranking of Capabilities Strengths and Weaknesses



Comparison of a Respondent Categories



High and low ranked management practices