

Leadership & Management Checkpoint 360 Degree Feedback System

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 – their boss, their peers and the people whose work they supervise. From this feedback, managers can compare the opinions of others with their own perceptions, positively identify their strengths, and pinpoint the areas of their job performance that could be improved.

Throughout most leaders' careers, most fail to get important information about the way they handle relationships, their behaviour and leadership styles. People can feel unsure about giving candid feedback on a colleague's behaviour for fear of repercussions, exclusions, or upsetting an individual. However, during this powerful process, each participant is guaranteed anonymity (except for the "Boss") and urged to be honest and objective in their responses. By implementing a 360 degree feedback process, annual performance will improve for high performers – they will see increases in productivity in operations roles over average performers of 40%; in general management roles of 49% and increased revenue in sales roles of 67%* (Source: McKinsey's War for Talent 2000 Survey of 410 corporate offices at 35 large US companies).

The **CheckPoint 360** Competency Feedback System is an effective managerial development system that pays big dividends in improved performance.

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| Solving these challenges: | Under performing managers and leaders reduce motivation and impact their teams in the following ways: <ul style="list-style-type: none"> • Prevent development of individual team members • Damage individuals' career development • Prevent people from making a larger contribution to the bottom line If organisations fail to proactively develop their leaders and managers, they will leave. | | | | |
| Used for: | Leadership and management development | | | | |
| Measures | This assessment process is concerned with a manager's job performance in 8 skill clusters and 18 universal management competencies, described as follows: | | | | |
| | Communication <ul style="list-style-type: none"> • Listens to others • Processes information • Communicates effectively | | Leadership <ul style="list-style-type: none"> • Instills trust • Provides direction • Delegates responsibility | | |
| | Adaptability <ul style="list-style-type: none"> • Adjusts to circumstances • Thinks creatively | | Relationships <ul style="list-style-type: none"> • Builds personal relationships • Facilitates team success | | |
| | Task Management <ul style="list-style-type: none"> • Works efficiently • Works competently | | Production <ul style="list-style-type: none"> • Takes action • Achieves results | | |
| | Development of Others <ul style="list-style-type: none"> • Cultivates individual talents • Motivates successfully | | Personal Development <ul style="list-style-type: none"> • Displays commitment • Seeks improvement | | |
| Type of assessment | Online questionnaire | Time to take | 30 minutes | Results turnaround | 3 days |
| What you will receive | A full colour report provides comprehensive information in a clear, easy-to-understand format with colourful graphs and charts as well as narrative descriptions of the results to help the manager read, understand, and effectively use the data for self-development. The report has a special personal growth section that coaches the manager and helps improve performance in development areas. | | | | |
| For more about the Profile XT Sales Report | Call: 0845 600 1556 Email sales@tlsa.co.uk The Leadership & Sales Academy, Paisley House, Farnham Lane, Haslemere, Surrey, GU27 1EU, United Kingdom. | | | | |