

# CheckPoint 360<sup>™</sup> Feedback System

## Comprehensive System to Measure and Improve Leadership Skills

The CheckPoint 360<sup>™</sup> Leadership Competency Feedback System is a professional leadership development tool designed to measure and improve skills that positively impact a manager's leadership capabilities. Targeting 8 Core Management Competencies and 18 Skill Sets, the system measures management competencies from a variety of perspectives and pinpoints ways to enhance specific leadership skills.

With the CheckPoint 360<sup>°</sup> Leadership Competency Feedback System, you can:

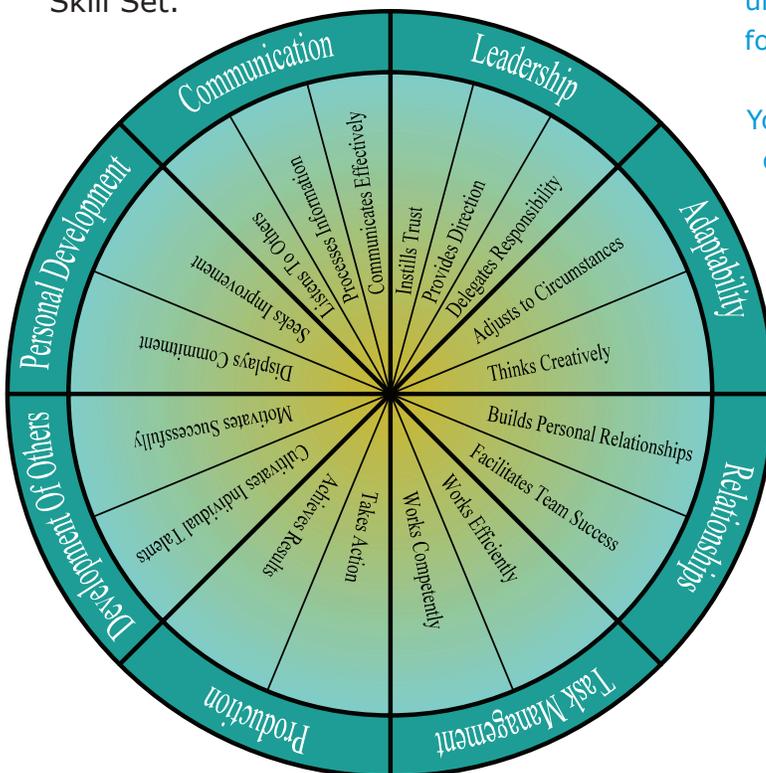
- Identify how well your managers are performing their jobs from the perspectives of their peers, direct reports and executives.
- Implement best-practice leadership development training specifically customized for each manager and target Skill Set.

- Develop effective coaching-based leadership mentoring programs in your organization to drive continuous leadership improvement.
- Ensure alignment of your executives and managers on the vision, mission and strategic goals for the development of your human capital.

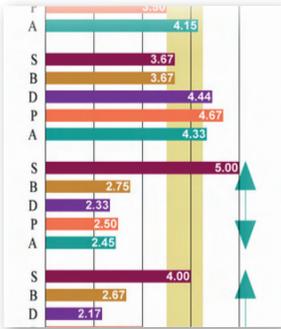
"I picked Profiles because the sales professional knew what he was talking about and respected our unique needs; we were extremely impressed when the sales person was willing to put us in contact with Profiles internal expert on 360 Feedback and leadership. That demonstrated to us your company's willingness to not just sell a product but to make sure we had the expert opinion on our unique situation that was a signal for us to move forward.

Your Sales Team was willing to explain in great detail - rather than to hold too tight to the vest those answers until a contract was signed; we then knew we could work with Profiles because we trusted your knowledge base, we thought your product was outstanding, we appreciated the flexibility exhibited and we felt you would provide value for our new program and investment. Now it's a year later and not only did you meet our expectations, you exceeded them."

—Director of Training and Leadership Development



The CheckPoint 360<sup>™</sup> Leadership Competency Feedback System is based on 4 integrated components designed to streamline the leadership development process:



Checkpoint 360<sup>™</sup> is the foundation survey and assessment tool used to:

- Gather perceptions of the manager’s leadership capabilities from the manager and a reference group of boss, peers and direct reports

- The 70 question survey enables a complete understanding of the manager’s capabilities across 8 key management competencies and 18 key Skill Sets
- A robust set of reports provides insight into each Skill Set, identifying:
  - The management strengths to build on
  - Skill Sets that require additional development
  - Gaps in perception between the manager and the reference group that may generate management challenges

Organizational Management Analysis<sup>™</sup> consolidates CheckPoint assessment data from the entire management team to create an executive view of an organization’s management capabilities.

- Verifies alignment between executives and management of strategic goals for human capital development.
- Pinpoints the collective strengths and weaknesses of the organization’s management capabilities.

Skill Sets	(*)	Percentage of Raters
Delegates Responsibility		29% 38%
Seeks Improvement		29% 34%
Listens To Others		28% 38%
Thinks Creatively	6	27% 40%
Cultivates Individual Talents		27% 39%
Processes Information		26% 36%
Facilitates Team Success	1	25% 31%
Provides Direction	5	24% 40%
Communicates Effectively	3	24% 40%
Motivates Successfully	4	23% 30%
Builds Personal Relationships		22% 38%
Achieves Results	2	20% 29%
Adjusts to Circumstances		19% 44%
Takes Action		18% 39%
Works Competently		17% 24%
Instills Trust		15% 27%
Works Efficiently		14% 46%

- Helps prioritize leadership development training to target specific Skill Sets and/or groups of managers that require specific leadership development

Profiles SkillBuilder<sup>™</sup> leverages the findings from the CheckPoint 360<sup>°</sup> to create a personalized improvement plan for each management Skill Set that requires further development.

- SkillBuilder guides the manager through a series of online interviews and exercises to identify specific opportunities to apply development activities in your work environment
- SkillBuilder generates a **Personal Action Plan**, uniquely tailored to the manager in their work environment, that provides a detailed roadmap of activities and strategies to improve the targeted management Skill Sets
- SkillBuilder also generates a custom **Coaching Guide** that provides detailed guidance to your leadership coach on



activities and advice they can use to help you reach your leadership milestones and goals.

### Coaching Services

provides personalized guidance to help your managers reach their leadership growth goals.

- Managers align with experienced leadership coach for the duration of the project.
- Leverages the manager’s personalized SkillBuilder Coaching Guide to apply leadership growth activities to their specific skills and work situation.
- Can act as primary coach or supplement your organization’s existing coaching resources.

