



- Identify strengths and areas for improvement in management skills
- Identify strengths and areas for improvement in human skills
- Create a progress report on a large number of skill dimensions
- Start of development planning and future progress measurement
- Identify areas for improvements that can be addressed by training



Leadership Skills =

Management Skills + Human Skills

- A sufficient range of skills are assessed to address most aspects of management behavior
- Skills are addressed rather than abilities as these can be taught

Abbreviated Definitions Management Skills



1. Team Building

2. Coaching

3. Creativity

4. Credibility

5. Decision Making

6. Delegation

7. Development Planning

8. Diagnosing Performance Problems

9. Empathy

10. Empowerment

11. Introspection

12. Managing Conflict

13. Negotiation

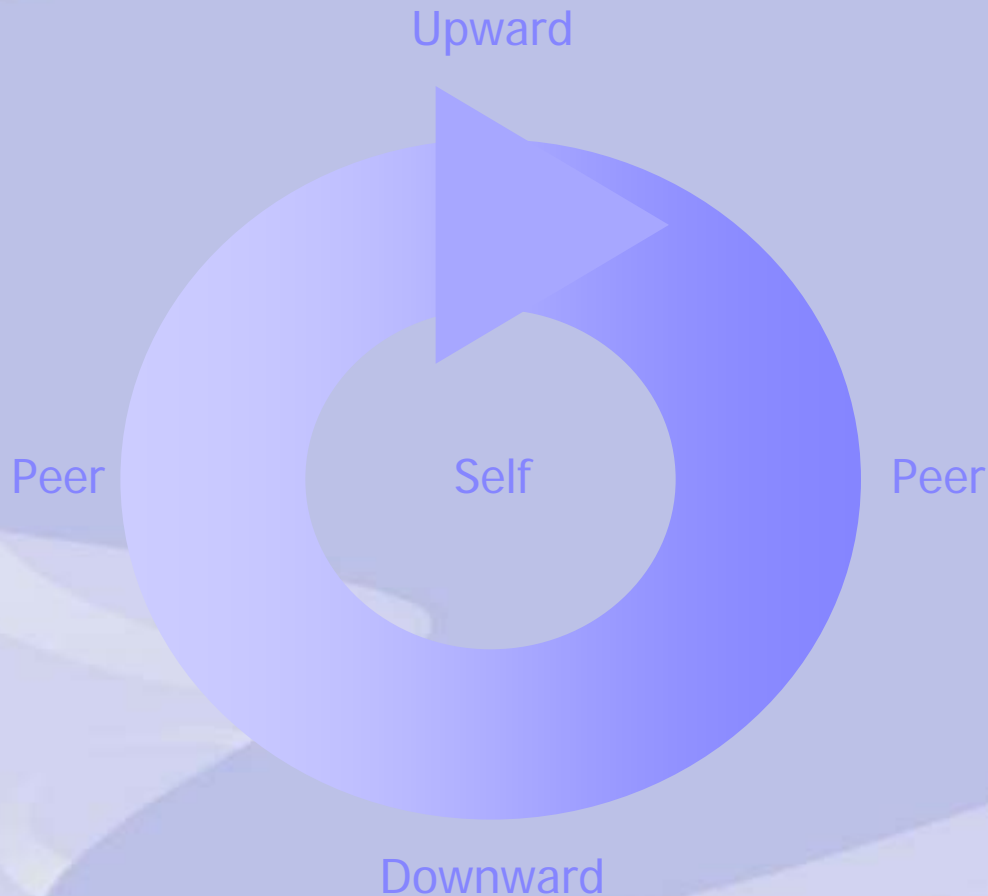
14. Performance Management

15. Problem Solving

Abbreviated Definitions Human Skills



1. Active Listening
2. Assertiveness
3. Change Management
4. Communication
5. Conducting Effective Meetings
6. Effective Relationships With Peers
7. Effective Relationships With Superiors
8. Job Function
9. Learning from Every Experience
10. Managing Disappointment
11. Providing Constructive Feedback
12. Setting Goals
13. Stress Management
14. Trust
15. Use of Punishment



- Skills are assessed and rated by the participant and co-workers
- All ratings and assessments are anonymous (except for the self assessment)



- Meeting with participants to explain process
- Participants complete assessment and ratings for human and management skills. This is administered in a controlled environment
- Select Strategy collates results using sophisticated NRI Mentors Technology for reports and one on one feedback meetings



- Select Strategy provides confidential verbal and written reports of results to participant
- Average of results are provided for the 15 human skills and 15 management skills
- Comparison is provided between self assessment and colleagues assessment
- Results are quantified and expressed as a percentage
- Optional: Training needs and plan are identified