

STEP 5 - Optimizing Leadership Skills

Leadership improvement for current and future leaders and managers is critical both for today and in analyzing future needs. All companies need a process for continuous improvement of their existing leaders and managers as well as the development of people for the future as part of their Succession Planning. Many managers want to know, "How am I doing compared to others at my level?"

The Checkpoint 360 Feedback System will address all these needs. It is more than just a report on how a person is perceived as a leader by their

boss, peers, and direct reports -- the CheckPoint system helps clearly define skill gaps and often reveals a leader's "blind spots." This system helps build a bridge between where a manager is now to where they need to develop professionally. Individual development can be supported with a built-in online, self-paced training program (SkillBuilder™) that includes coaching modules.

Another process that can be used to aid in strategic business development is the Organizational Management Analysis™. The OMA gives you an overview of the information that is gathered from the completed CheckPoints. This report summarizes the perception of your management group and provides you with information that will help you in prioritizing the training and development needs for your organization.

