

# MANAGEMENTPRO™

MANAGEMENT POTENTIAL PROFILE



The **Management Pro™** is a selection and coaching tool designed specifically to predict management potential and help organizations develop and retain top performing managers.

## **Management Pro™**

- A normative selection and succession planning tool
- Provides an overview of key characteristics of successful managers
- Identifies performance management and coaching style
- Predicts management performance
- Provides coaching and development strategies
- Provides feedback on matching to mentors, peers and staff

The **Management Pro™** was developed using advantaged statistical methods and has evolved into a comprehensive assessment that includes key characteristics, attitudes and the emotional intelligence of top performing managers in a number of organizations and cultures.

The **Management Pro™** is an objective psychometric tool that integrates science into management selection, career development and succession planning. The **Management Pro™** assesses self management potential, motivational structure, organizational fit, people orientation, analytical orientation, self confidence, comfort with conflict, lifestyle management, emotional intelligence, and performance management.

The **Management Pro™** predicts:

- recruiting effectiveness
- ability to retain top performers
- performance coaching style
- potential for developing top performers

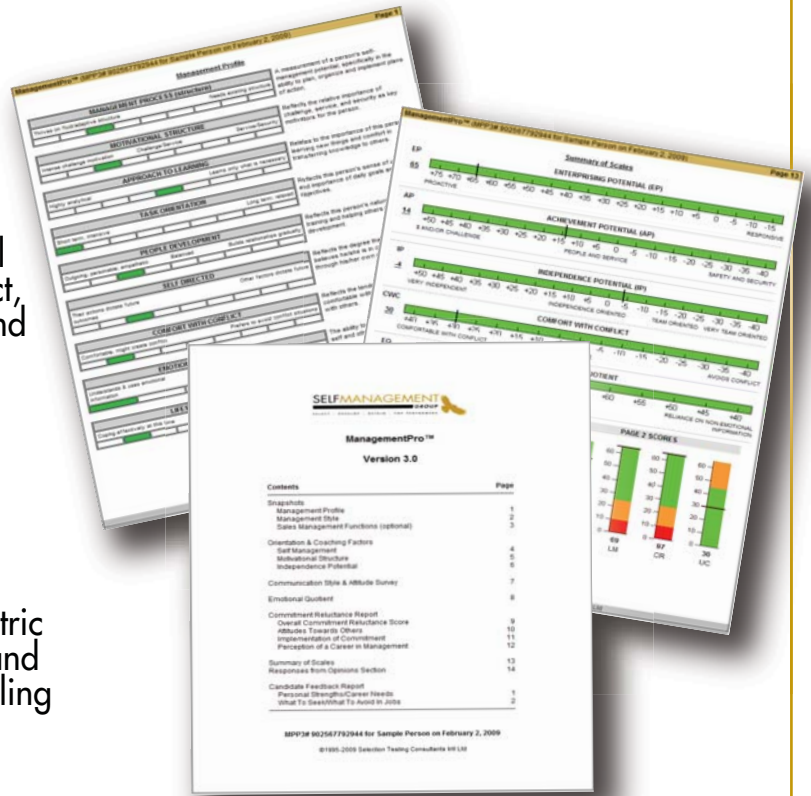
Most leading edge organizations use psychometric profiling to select and develop their managers and build more strategic management cultures. Profiling is now widely recognized as a vital tool in the selection and development of top performers, coaching them and retaining them. Many organizations are also using profiling systems as part of their succession planning. The **Management Pro™** is the ideal tool to create the science component of the "art and science of management".

The **Management Pro™** provides an overview of the person's management style. This includes a wide variety of competencies such as leadership style, communication style, how goals and strategies are implemented, approach to motivating others, approach to coaching and feedback style.

The **Management Pro™** provides a detailed look at self management, motivational approach, independence and communication style issues and how they would relate to selection, team orientation, development and mentoring.

**Management Pro™** assesses and reports on Emotional Quotient which is very important in helping managers understand interpersonal relationships. Such issues as Self Awareness (Mood Labelling and Mood Monitoring); Self Control; Determination; Empathy and Social Judgement are integrated into an overall EQ scale.

The **Management Pro™** assesses and reports on the key sales management issues. These include recruiting and attraction; sales training and development; sales force growth and performance management.



## SELF MANAGEMENT GROUP

The **Self Management Group** is a world leader in screening, selecting, developing, and retaining top performers. For over 30 years, the **Self Management Group** has partnered with leading companies to develop high performance, self managed organizational cultures.

For more information about the **Management Pro™** and the **Self Management Group's** other profiling and training systems please visit [www.selfmgmt.com](http://www.selfmgmt.com) or call 416.746.0444.

For a free demo and complimentary consultation contact:

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