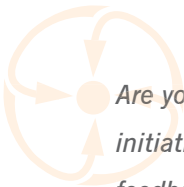


Part of a Complete Suite of Validated  
360° Feedback Products and Software

# MANAGERview360

Designed for supervisors and senior managers



*Are you looking for training and coaching tools to support your supervisory and management development initiatives? **ManagerView360** measures 20 core competencies and will support your efforts with a comprehensive feedback report – including competency based developmental suggestions, readings, and online resources.*

## » APPLICATIONS

**ManagerView360** is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs. With explicit information and appropriate feedback, individuals can accomplish continuous self, team and organizational advancement.

**ManagerView360** is ideal for use in coaching, skill-based training programs, succession/talent management programs, career development and is designed to support the developmental section of corporate performance evaluation systems.

## » AT A GLANCE

- 20 Management Competencies
- 100 Behavioral Questions
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

## » COMPETENCIES

### Communication

- Listening
- Two-way Feedback
- Written Communication
- Verbal Communication
- Oral Presentation
- Vision/Goal Setting

### Task Management

- Planning/Organization
- Delegation
- Administrative Control and Follow-up
- Performance Evaluation/Appraisal
- Performance Management
- Recognizing/Rewarding Performance

### Interpersonal Skills

- Team Building/Team Development
- Interpersonal Sensitivity
- Negotiation/Conflict Management
- Coaching/Employee Development
- Leadership/Influence
- Employee Involvement

### Problem-Solving

- Strategic Problem Analysis
- Decisiveness/Judgement



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Once your clients' strengths and developmental needs have been identified, boost your manager's plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with ManagerView360) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Managers create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

## » FEATURES

### Measures 20 Critical Managerial Competencies

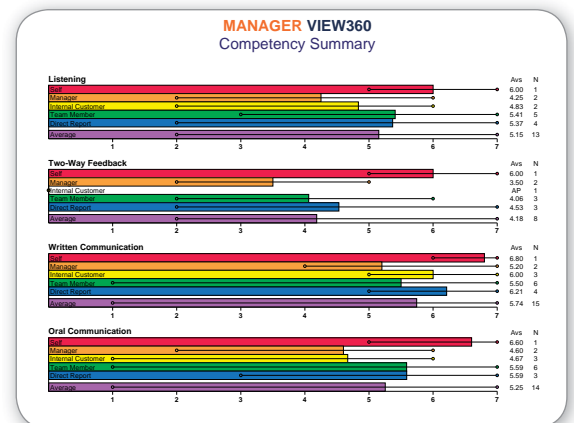
- Derived by job analysis from over 7,000 management solutions
- Established scale reliability and validity
- Assesses communication, task management and problem-solving skills

### Established Norms

- Standardized norms based on over 10,000 participants in diverse industries
- Ability to utilize local or organizational norms

### Comprehensive Feedback Report

- Line or bar graph comparisons of "Self" and "Other" ratings
- Normative or raw score averages
- Statistical measure of rater agreement
- Customizable rater labels
- Most and least frequently observed behaviors
- Open-ended comments section
- Customizable developmental recommendations and resources
- Group Composite Report



We have used Management Centre of Asia for 360 degree feedback in our talent management initiative in 6 of our countries in South East Asia. We have found them very responsive, proactive, willing to help and flexible to both our needs and our clients.

— Christina, Regional HRD Manager, MHE Demag (S) Pte Ltd

### About Management Centre of Asia Pte Ltd

Management Centre of Asia Pte Ltd, is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems—all customized and branded to meet your needs.