EXECUTIVEview360

VIEWsuite360
BY ENVISIA LEARNING

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

APPLICATIONS

ExecutiveView360 is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs for senior executives and leaders in all industries. It is aimed at senior managers who would prefer a more detailed analysis and comprehensive development tool. With explicit information and appropriate feedback, senior level executives can increase personal effectiveness and improve team/organisational success.

ExecutiveView360 is ideal for use in executive coaching, senior management/executive development programmes, succession/talent management programmes, and to support the developmental section of executive performance evaluation systems.

AT A GLANCE

- 22 Executive Competencies
- 68 Behavioural Questions
- Online Administration
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

"

Envisia Learning has been extremely helpful in a very complex senior executive committee team building project. They have been instrumental in its success."

David Bowman, Chairman, TTG Consultants

COMPENTENCIES

PERFORMANCE LEADERSHIP

- Visionary Leadership
- Drive for Results
- Technological Leadership
- Financial Leadership
- Cross Functional Versatility
- Depth of Industry Knowledge
- Political Leadership
- Strategic Problem Analysis
- Decision Making

CHANGE LEADERSHIP

- Entrepreneurial Leadership
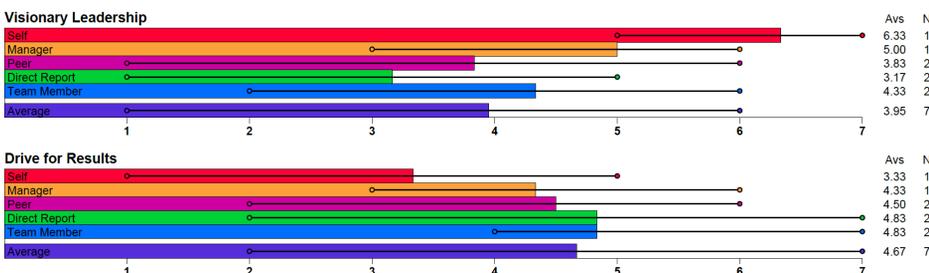- Driving Strategic Direction
- Driving Change

INTERPERSONAL LEADERSHIP

- Building Strategic Relationships
- Empowering Others
- Team Building
- Interpersonal Effectiveness
- Oral Communication & Presentation
- Influence/Negotiation
- Talent Development

PERSONAL LEADERSHIP

- Self-Development
- Adaptability/Flexibility
- Engenders Trust

Competency Summary

Visionary Leadership

	Avs	N
Self	6.33	1
Manager	5.00	1
Peer	3.83	2
Direct Report	3.17	2
Team Member	4.33	2
Average	3.95	7

Drive for Results

	Avs	N
Self	3.33	1
Manager	4.33	1
Peer	4.50	2
Direct Report	4.83	2
Team Member	4.83	2
Average	4.67	7

EXECUTIVE**view**360

VIEW**suite**360
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FEATURES

- Measures 22 critical senior executive competencies
- Derived by job analysis of executive and senior management positions in diverse industries
- Established scale reliability and validity
- Assesses performance, change, interpersonal and personal leadership

Established Norms

- Standardised norms
- Ability to customise or create bespoke norms

Comprehensive Feedback Report

- Line, Bar and Spider Graph Options
- Customisable Rater Labels
- Normative or Average Scores
- Customisable Norms
- Statistical Measure of Rater Agreement
- Most and Least Frequently Observed Behaviours
- Open-Ended Comments
- Team Report
- Time Series Report
- Developmental Action Plan

Behaviour Summary Continued

Questions	Self	Manager	Peer	Direct Report	Team Member	Average
Drive for Results	3.33 (0.43)	4.33 (0.58)	4.50 (0.50)	4.83 (0.41)	4.83 (0.64)	4.67 (0.51)
Regularly monitors and corrects sources of lagging individual, team and organisational performance.	5.00 (1.00)	3.00 (1.00)	4.50 (0.50)	4.50 (0.50)	4.50 (0.63)	4.29 (0.57)
Technological Leadership	4.33 (0.58)	5.33 (0.43)	4.33 (0.47)	3.33 (0.58)	3.17 (0.55)	3.86 (0.45)
Articulates a compelling strategy for integrating technology into the strategic plan.	3.00 (1.00)	7.00 (1.00)	4.50 (0.83)	2.50 (0.83)	2.00 (1.00)	3.57 (0.41)
Stays informed about innovations and new technologies to ensure competitive advantage.	4.00 (1.00)	3.00 (1.00)	5.00 (0.33)	3.00 (1.00)	5.00 (1.00)	4.14 (0.51)
Supports and champions sufficient financial and human resources for technology.	6.00 (1.00)	6.00 (1.00)	3.50 (0.50)	4.50 (0.50)	2.50 (0.83)	3.86 (0.45)
Financial Leadership	4.67 (0.37)	2.67 (0.84)	2.83 (0.35)	3.50 (0.58)	4.83 (0.55)	4.14 (0.37)
Identifies key issues in budgets, profit and loss statements, and other financial indicators.	6.00 (1.00)	2.00 (1.00)	2.00 (1.00)	5.50 (0.50)	3.50 (0.50)	3.43 (0.39)
Effectively manages the financial health of the organisations they lead.	6.00 (1.00)	3.00 (1.00)	4.50 (0.17)	5.50 (0.83)	5.00 (1.00)	4.71 (0.47)
Effectively allocates financial resources to meet business objectives.	2.00 (1.00)	3.00 (1.00)	2.00 (0.67)	5.50 (0.50)	6.00 (1.00)	4.29 (0.34)
Cross-Functional Versatility	4.33 (0.69)	4.67 (0.69)	2.83 (0.69)	3.17 (0.70)	4.50 (0.63)	3.67 (0.56)
Demonstrates a depth and breadth of understanding of key operations and departments within the organisation.	5.00 (1.00)	4.00 (1.00)	4.00 (0.67)	3.00 (0.67)	5.00 (1.00)	4.00 (0.64)
Involves multiple departments and functions when developing strategic plans and implementing change initiatives.	5.00 (1.00)	4.00 (1.00)	1.50 (0.83)	3.50 (0.83)	4.50 (0.50)	3.29 (0.51)
Aligns organisational structure, systems, processes and talent to achieve desired results across the organisation.	3.00 (1.00)	6.00 (1.00)	3.00 (1.00)	3.00 (0.67)	4.00 (0.67)	3.71 (0.57)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programmes is to successfully change behaviour leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behaviour change.

Enlighten

Enable

Encourage

The Three Necessary Conditions for Initiating and Sustaining Successful Behavioural Change

This is why we developed momentor. An online goal setting and learning transfer system that provides the missing elements — a platform for guided goal setting, on-going reminders about progress, competency-based resource library, and an evaluation of effectiveness and progress. It has proven to increase success of behaviour change programmes by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment — including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your programme.

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programmes.

Our web-based blended learning and assessment platforms enable you to run your programmes in a simple, more convenient and effective way. All our platforms are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on. Contact us for more information at: sales@envisialearning.com

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L E A R N I N G