

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/organizational success.

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

AT A GLANCE

- 22 Executive Competencies
- 68 Behavioral 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

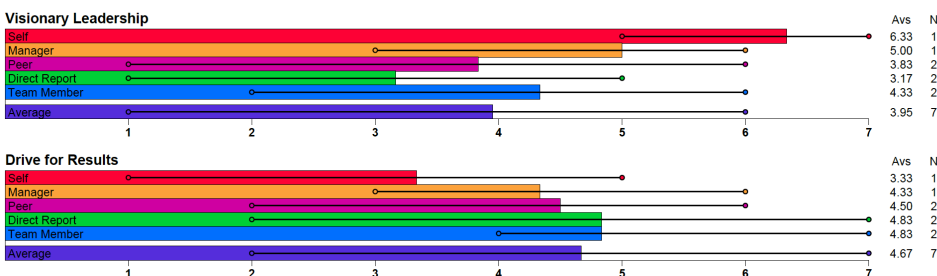
INTERPERSONAL LEADERSHIP

- 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



PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

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

- Standardized norms
- Ability to customize or create bespoke norms

Comprehensive Feedback Report

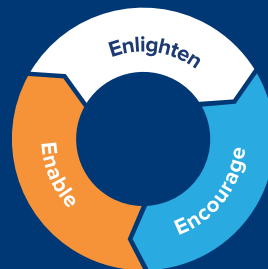
- Line, Bar and Spider Graph Options
- Customizable Rater Labels
- Normative or Average Scores
- Customizable Norms
- Statistical Measure of Rater Agreement
- Most and Least Frequently Observed Behaviors
- Open-Ended Comments
- Team Report
- Time Series Report
- Developmental Action Plan

Behaviour Summary Continued

Definition	Self	Manager	Peer	Direct Report	Team Member	Average
Drive for Results Regularly monitor and correct sources of lagging individual, team and organizational performance.	5.33 (0.43)	4.33 (0.56)	4.50 (0.50)	4.83 (0.41)	4.83 (0.46)	4.87 (0.51)
Technological Leadership Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.33 (0.56)	5.33 (0.43)	4.33 (0.47)	3.50 (0.50)	3.17 (0.50)	3.88 (0.48)
Strategic Thinking Regularly monitor and correct sources of lagging individual, team and organizational performance.	5.00 (1.00)	5.00 (1.00)	4.50 (0.50)	5.00 (0.50)	5.00 (0.50)	5.00 (0.50)
Financial Leadership Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.87 (0.37)	2.87 (0.84)	2.83 (0.51)	5.00 (0.50)	4.83 (0.50)	4.14 (0.37)
Operational Leadership Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Customer Leadership Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Human Resources Leadership Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Development Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Change Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Project Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Quality Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Process Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
System Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Information Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Knowledge Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Learning Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Performance Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Compliance Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Risk Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Security Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Disaster Recovery Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Management Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Planning Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Planning Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Planning Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Planning Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Testing Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Testing Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Testing Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Testing Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Review Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Review Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Review Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Review Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Audit Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Audit Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Audit Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Audit Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Certification Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Certification Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Certification Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Certification Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Continuity Accreditation Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Resilience Accreditation Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Impact Accreditation Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)
Business Recovery Accreditation Regularly monitor and correct sources of lagging individual, team and organizational performance.	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)	4.50 (1.00)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior 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 behavior change.



The Three Necessary Conditions for Initiating and Sustaining Successful Behavioral 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 behavior change programs 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 program.

ABOUT ENVISIA LEARNING

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

Our web-based blended learning and assessment platforms enable you to run your programs 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

