MANAGERview360

VIEWsuite360
BY ENVISIA LEARNING

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
- Online Administration
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

"

I have been using ManagerView360 with my clients for over two years and I find it superior. The report is easy to read and understand. Envisia Learning is extremely responsive both to myself and to my clients. I recommend them wholeheartedly."

Judi Craig, Ph.D., MCC, President, Executive Coach, Coach Squared Inc.

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

MANAGER**view**360

VIEW**suite**360
BY ENVISIA LEARNING

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

FEATURES

- Measures 20 critical managerial competencies
- Derived by job analysis from over 7,000 management solutions
- Established scale reliability and validity
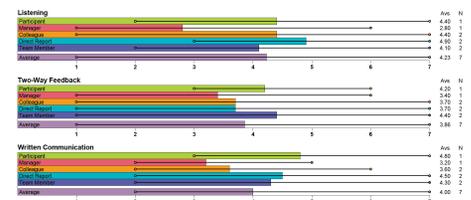- Assesses communication, task management and problem-solving skills

Established Norms

- Standardized norms
- Ability to customize or create bespoke 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

Competency Summary

		Avg	N
Listening		4.45	1
Participant		2.80	1
Manager		4.40	2
Colleague		4.90	2
Direct Report		4.10	2
Team Member		4.23	7
Average			

		Avg	N
Two-Way Feedback		4.20	1
Participant		3.40	1
Manager		3.70	2
Colleague		4.40	2
Direct Report		3.86	7
Team Member			
Average			

		Avg	N
Written Communication		4.80	1
Participant		3.20	1
Manager		3.60	2
Colleague		4.50	2
Direct Report		4.30	2
Team Member		4.00	7
Average			

Behaviour Summary Continued

Questions	Participant	Manager	Colleague	Direct Report	Team Member	Average
Two-Way Feedback	4.20 (0.61)	3.40 (0.28)	3.70 (0.46)	3.70 (0.42)	4.40 (0.33)	3.86 (0.37)
Maintains close contact and communication with employees (keeps others well informed).	6.00 (1.00)	2.00 (1.00)	2.50 (0.83)	1.50 (0.83)	5.00 (0.67)	2.86 (0.48)
Keeps employees informed with relevant job information and important organisational issues in a timely manner.	5.00 (1.00)	2.00 (1.00)	4.00 (1.00)	6.00 (0.67)	4.00 (0.00)	4.29 (0.29)
Updates employees in a prompt and timely manner on developments that affect their job, tasks, and assignments.	4.00 (1.00)	6.00 (1.00)	3.00 (0.33)	4.50 (0.50)	2.00 (0.67)	3.57 (0.34)
Encourages a climate in which employees feel free to openly share their thoughts and feelings.	3.00 (1.00)	1.00 (1.00)	5.00 (0.33)	3.50 (0.83)	5.50 (0.83)	4.14 (0.37)
Communicates information needed by team members in a prompt and timely manner.	3.00 (1.00)	6.00 (1.00)	4.00 (0.67)	3.00 (1.00)	5.00 (0.83)	4.43 (0.57)
Written Communication	4.80 (0.56)	3.20 (0.67)	3.60 (0.55)	4.50 (0.33)	4.30 (0.46)	4.00 (0.44)
Writes in a logical and organised manner.	4.00 (1.00)	2.00 (1.00)	2.50 (0.83)	3.50 (0.50)	5.50 (0.50)	3.57 (0.41)
Uses appropriate grammar, tense and language in written communications.	7.00 (1.00)	5.00 (1.00)	3.50 (0.50)	6.00 (0.67)	6.00 (1.00)	5.14 (0.51)
Uses written communications effectively and appropriately.	3.00 (1.00)	3.00 (1.00)	5.00 (0.67)	4.50 (0.17)	4.50 (0.83)	4.43 (0.47)
Writes in a clear, direct and concise manner.	5.00 (1.00)	3.00 (1.00)	4.50 (0.83)	5.00 (0.33)	2.50 (0.83)	3.86 (0.48)
Writes technical information in an easily understood manner.	5.00 (1.00)	3.00 (1.00)	2.50 (0.83)	3.50 (0.50)	3.00 (0.67)	3.00 (0.64)
Oral Communication	3.40 (0.73)	4.80 (0.51)	3.90 (0.43)	3.20 (0.49)	4.30 (0.48)	3.94 (0.44)
Maintains eye contact when speaking to others.	4.00 (1.00)	7.00 (1.00)	4.00 (0.33)	4.00 (1.00)	4.00 (0.33)	4.43 (0.39)
Articulates and enunciates clearly when speaking and communicating.	4.00 (1.00)	4.00 (1.00)	3.00 (1.00)	3.00 (0.67)	6.50 (0.83)	4.14 (0.45)
States complex information and thoughts simply and clearly.	3.00 (1.00)	3.00 (1.00)	3.50 (0.50)	3.50 (0.50)	3.00 (1.00)	3.29 (0.61)

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.

Enlighten
Encourage
Enable

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 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

envisia™
LEARNING