SALES MANAGERview360

VIEWsuite360
BY ENVISIA LEARNING

Help your sales managers enhance their management abilities. **Sales ManagerView360** focuses on the unique competencies required by today's sales managers.

APPLICATIONS

Sales managers are often good sales people who have been promoted to a management position, and they quickly find that managing sales people requires a very different set of skills than those that made them good sellers. With **Sales ManagerView360**, you can identify opportunities to improve management performance by focusing on the right competencies.

Sales ManagerView360 provides a concise and brief assessment focusing exclusively on those competencies that are required for managing a sales team. It is ideal for developing new and seasoned sales managers and supervisors.

AT A GLANCE

- 3 Management Competencies
- 91 behavioral questions
- Online Administration
- Reliable/Validated Scores
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

COMPETENCIES

INTERPERSONAL LEADERSHIP

- Emotional Intelligence
- Communication
- Sales Team Empowerment
- Sales Leadership
- Coaching and Mentoring
- Sales Team Development
- Performance Management

INTRAPERSONAL LEADERSHIP

- Managing Self
- Adaptability/Resilience
- Engenders Trust

DRIVE FOR RESULTS

- Drive for Results
- Business Savvy
- Strategic Problem Solving
- Customer Focus
- Sales Planning/Territory Management

"

Delivers fundamentally sound structures to support integrating an effective feedback process — a range of reliable assessment tools, simple online administration, 1st class support & guidance. We need only one source for our feedback projects. These guys deliver!"

Gordon Hay, Director, Organisation Development, Hartzell Propeller, Inc.

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PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

FEATURES

- Measures 3 core sales management competencies
- Assesses 15 sales management behaviors
- Theoretically derived based on consultative selling system research
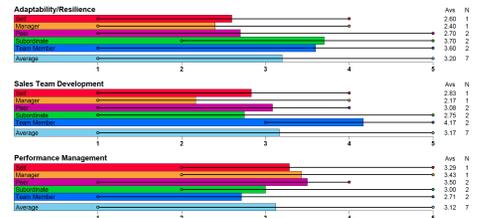- Established scale reliability and validity

Established Norms

- Standardized norms
- Ability to customize or create bespoke norms

Comprehensive Feedback Report

- Line or Bar Graph Comparisons of "Self" and "Other" Ratings
- Customizable Rater Labels
- Normative or Raw Score Averages
- Most and Least Frequently Observed Behaviors
- Open-ended Comments Section
- Developmental Action Plan
- Group Composite Report

Competency Summary

Behaviour Summary Continued

Questions	Self	Manager	Peer	Subordinate	Team Member	Average
Sales Team Development	**2.83 (0.47)**	**2.17 (0.47)**	**3.08 (0.48)**	**2.75 (0.25)**	**4.17 (0.66)**	**3.17 (0.38)**
Supports the sales team and actively conveys the needs of the team members to senior management.	1.00 (1.00)	4.00 (1.00)	3.00 (0.50)	4.00 (1.00)	4.00 (1.00)	3.71 (0.65)
Confronts and constructively addresses matters that are affecting team work, engagement and morale.	2.00 (1.00)	2.00 (1.00)	2.00 (1.00)	4.00 (0.50)	4.50 (0.75)	3.29 (0.36)
Makes an effort to acknowledge and resolve interpersonal tensions and conflicts with others.	3.00 (1.00)	3.00 (1.00)	3.50 (0.75)	2.00 (0.50)	4.00 (0.50)	3.14 (0.44)
Allows for disagreements to emerge with the sales team and to be openly discussed.	4.00 (1.00)	2.00 (1.00)	3.50 (0.75)	2.00 (1.00)	4.50 (0.75)	3.14 (0.44)
Balances the need to achieve sales business results with a consideration for employee's needs.	4.00 (1.00)	1.00 (1.00)	2.50 (0.25)	2.50 (0.25)	4.50 (0.75)	2.86 (0.18)
Brings people with diverse skills, experiences and backgrounds together to achieve the organisation's desired results.	3.00 (1.00)	1.00 (1.00)	4.00 (1.00)	2.00 (1.00)	3.50 (0.75)	2.86 (0.44)
Performance Management	**3.29 (0.48)**	**3.43 (0.41)**	**3.50 (0.55)**	**3.00 (0.50)**	**2.71 (0.23)**	**3.12 (0.39)**
Provide consistent and regular feedback to sales team members about where their performance and day-to-day behaviour exceeds, meets or falls short of expectations.	3.00 (1.00)	2.00 (1.00)	4.00 (1.00)	3.00 (0.50)	4.50 (0.75)	3.57 (0.48)
Recognise and rewards outstanding behaviour and/or sales achievement.	4.00 (1.00)	5.00 (1.00)	4.00 (1.00)	2.50 (0.75)	3.50 (0.25)	3.57 (0.41)
Develops systems and procedures to monitor individual, sales team and organisational progress on projects, tasks, assignments, budgets, costs and expenses	3.00 (1.00)	5.00 (1.00)	3.00 (0.50)	3.50 (0.75)	3.00 (0.00)	3.43 (0.30)
Establishes and communicates clear, specific, attainable and measurable sales goals for the organisation/team/individual.	5.00 (1.00)	4.00 (1.00)	4.00 (1.00)	4.00 (1.00)	2.00 (0.50)	3.43 (0.48)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback program 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 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 program 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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