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## Management Effectiveness Profile (MEP)

### Overview

A unique 'on-line' management 360 degree assessment tool for managers and Team Leaders at any level. Provides managers with feedback on their workplace performance from their Line Manager, Peers, Direct Reports and Self. Feedback provided focuses on 12 generic management competencies and 2 leadership styles.

### Features

Allows managers to complete an 'on-line' self assessment and receive feedback from their Line Manager, and up to seven Peers and Direct Reports.

Peer and Direct Report feedback is anonymous

Managers or organisation selects who gives feedback

Organisation purchases credits to distribute as required

Provides managers with feedback on 12 generic management competencies and 2 leadership styles in a comprehensive 47 page report

Provides pre and post assessment

### Benefits

Quick and easy credit allocation system

Assessment completed in around 25 minutes

Raters can be set up in 15 minutes without manager leaving desktop

Quick and efficient way of managers receiving feedback on their performance

Provides targeted areas for development therefore saving time when managers are completing their development plan

Immediate improvement in performance of managers

### Related Products

[MAP Assessment](#) – Objective management assessment/development tool

[Functional Assessment](#) – 'On-line' assessment of functional competencies

[Transformational Leadership Profile \(TLP\)](#) – 'On-line' leadership assessment



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## Competencies Assessed

### Managing Your Job

Time Management and Prioritising  
Setting Goals and Standards  
Planning and Scheduling Work

### Building the Team

Training Coaching and Delegating  
Appraising People and Performance  
Disciplining and Counselling

### Relating to Others

Listening and Organising  
Giving Clear Information  
Getting Unbiased Information

### Thinking Clearly

Identifying and Solving Problems  
Making Decisions and Weighing Risk  
Thinking Clearly and Analytically

## Management Styles Assessed

Theory X    Parent - Child Behaviour    (Transactional Leadership)  
Theory Y    Adult – Adult Behaviour    (Transformational Leadership)

## Report Includes

Overall feedback of each competence and style individually shown for Self, Line Manager, Peers and Report.

Breakdown for each competence individually shown for Self, Line Manager, Peers and Reports

Interpretation for each competence of high and low scores

Competencies broken down into questions individually shown for Self, Line Manager, Peers and Reports

On-the-Job Improvement Activities for each competence

'10/10 Report' – Top 10 strengths and development needs according to Line Manager, Peers and Reports

Development Plan

### Investment

£135 per credit (Discounts available for volume) £62 for MAP Assessment license holders and DPG partners).