



## CheckPoint 360<sup>°</sup>™

The CheckPoint Management System is a 360-degree assessment. It is used primarily to evaluate the effectiveness of your managers and leaders. This assessment combines feedback from direct reports, peers, supervisors, and even customers, with a personalised program for developing specific leadership skills based on that feedback.

### Why Assess Employees with Check Point 360<sup>°</sup>™?

The CheckPoint 360<sup>°</sup>™ helps managers identify and prioritise their own development opportunities. It also helps the organisation to better focus management training and development investments, proactively uncover misaligned priorities between senior executives and front-line managers, and surface management issues that could lead to low employee productivity, morale, satisfaction and turnover.

The CheckPoint 360<sup>°</sup>™ Leadership Competency Feedback System is based on four integrated components designed to streamline the leadership development process: CheckPoint 360<sup>°</sup>™, Organisational Management Analysis™, SkillBuilder, and Coaching Services.

### How does it work?

At the start of the process, managers and leaders complete an online self-evaluation to gain a full understanding of their leadership capabilities across eight key management and leadership competencies and 18 key skill sets. People who have close interaction with the manager or leader (such as directly reporting employees, peers, supervisors, and even others who work with your leaders) also provide feedback. Through an easy-to-interpret set of reports, both the individual being assessed and their supervisors receive data that can guide the improvement of leadership and management skills.

We are the people  
development people.

Further info and bookings  
call or visit—

[www.lma.edu.au](http://www.lma.edu.au)  
1800 333 270

# CheckPoint 360<sup>°</sup>™

<b>Measures</b>	18 Supporting Skill Sets 8 Management and Leadership Competencies: <ul style="list-style-type: none"><li>• Communication</li><li>• Leadership</li><li>• Adaptability</li><li>• Task Management</li><li>• Relationships</li><li>• Production</li><li>• Development of Others</li><li>• Personal Development</li></ul>
<b>The Process</b>	Using the Survey ... <ul style="list-style-type: none"><li>• The manager completes a self-evaluation</li><li>• The supervisor rates the manager</li><li>• Peers rate the manager</li><li>• Direct reports rate the manager</li></ul> All survey information provided by the respondents (except the manager's rating) is completely confidential
<b>Time To Take</b>	15 Minutes for each Participant
<b>Reports</b>	<ol style="list-style-type: none"><li>1. The four-colour multi-rater feedback system report describes a manager's skills for 8 universal management and leadership competencies with 18 supporting Skill Sets.  It also includes a personal development section for the 18 Skill Sets that guides the manager through ways to improve their job performance</li><li>2. Comparison reports provide a means of measuring a participant's progress in developing leadership qualities and management skills</li><li>3. An Organisational Management Analysis™ report provides a summary of all individual checkPoint 360<sup>°</sup>™ reports within the organisation or division of the organisation</li></ol>
<b>Support Material</b>	Online SkillBuilder™ with Coaching Guides are available for building on strengths and closing skill gaps
<b>Validation Studies</b>	Yes
<b>Administration</b>	Internet
<b>Scoring/ Report Generation</b>	Profiles International Service Centre

## CheckPoint 360<sup>°</sup> helps your organisation

- Develop leadership skills
- Improve job performance by using multiple points of feedback
- Boost employee morale, productivity and satisfaction
- Improve management training and skills development
- Identify talent gaps and develop critical skills



Checkpoint360<sup>°</sup> is a trademark of John Wiley & Sons, Inc.