

ManagementPro™

MANAGEMENT PROFILE



The MANAGEMENTPRO is a state of the art profiling tool that assesses the factors that allow managers to manage people and performance together effectively.

The MANAGEMENTPRO:

- is an essential selection and succession planning tool
- provides an overview of personality traits as they apply to management roles
- assesses emotional intelligence
- assesses leadership style, comfort with conflict, lifestyle management and much more
- provides coaching and development strategies
- provides feedback on matching to mentors, peers and staff

The **MANAGEMENTPRO™** is based on the **POP™**, a normative personality profile which was developed on a computer in the late 1970's using advanced statistical methods. It was originally focused on performance management but has evolved into a performance and people management tool.

Profiling for Performance, Retention and Succession Planning

In the last few years more leading edge organizations have begun to use psychometric profiling to select and develop their managers and build more strategic management cultures. Profiling is now widely recognized as a vital tool in selection and development of top performers, coaching them and retaining them. Many organizations are also using profiling systems to develop their succession plans as well.

The Self Management Group:

MANAGEMENTPRO™

The **MANAGEMENTPRO™** fills the essential role of integrating science into the management selection, development and succession planning processes.

The **MANAGEMENTPRO™** assesses:

- self management potential,
- motivational structure,
- organizational fit,
- people orientation,
- analytical orientation,
- confidence,
- lifestyle management
- emotional intelligence and other key factors in managers.

SELFMANAGEMENT
Australia **GROUP**

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Management Profile

The MANAGEMENTPRO™ provides a management profile of each manager or candidate for management. This includes a wide variety of issues such as adaptability to various structures, motivational structure, approach to learning, task orientation, people development, self confidence, comfort with conflict, emotional quotient (EQ) and managing lifestyle issues.

Management Style

The MANAGEMENTPRO™ also provides an overview of the person's management style. This includes a wide variety of competencies such as leadership style, communication style, how goals and strategies are implemented, approach to motivating others, approach to coaching and feedback style.

Orientation and Coaching

The MANAGEMENTPRO™ provides a detailed look at self management, motivational approach, independence and communications style issues and how they would relate to selection, team orientation, development and mentoring.

Emotional Quotient

The MANAGEMENTPRO™ assesses and reports on Emotional Quotient which is very important in helping managers understand interpersonal relationships. Such issues as Self Awareness (Mood Labelling and Mood Monitoring); Self Control; Determination; Empathy and Social Judgement are integrated into an overall EQ scale.

The MANAGEMENTPRO™ and Self Management Group Australia's many other profiling and training systems are available on-line. For further details call Wally Barrier on 0412 625 393 or email info@selfmanagementgroup.com.

The Self Management Group is a Canadian organisation specialising in the screening, selection, development, and retention of top performers for roles in sales, service and management.

Self Management Group Australia is a distributor of The Self Management Group's psychometric profiles in Australasia.