

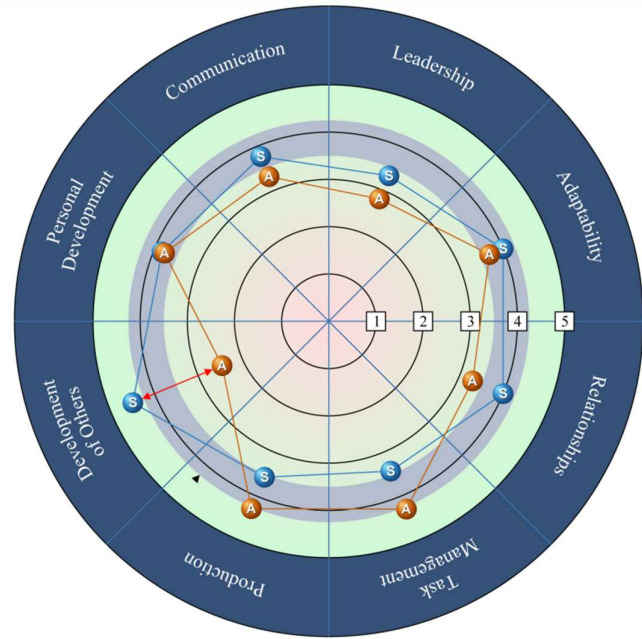
The CheckPoint Feedback System is a 360-degree survey. It is used primarily to evaluate the effectiveness of your managers and leaders. This survey combines feedback from

Direct Reports, Peers, Supervisors, and even customers, with a personalized program for developing specific leadership skills based on that feedback. This process highlights a manager's job performance in eight Universal Management Competencies: Communication, Leadership, Adaptability, Relationships, Task Management, Production, Development of Others, and Personal Development.

Why assess employees with CheckPoint 360TM?

The CheckPoint 360TM helps managers identify and prioritize their own development opportunities and helps the organization to better focus management training. It also proactively uncovers misaligned priorities between senior executives and front-line managers by bringing to the surface management issues that could lead to low employee productivity, morale, satisfaction, and turnover.

Turning vision into a reality is arguably one of the key challenges facing today's enterprises. CheckPoint 360TM also helps align managers and their bosses by identifying and comparing the six critical skills required for success in a role. This helps identify talents, gaps, and focus areas to get everyone on the same page to deliver on the organization's strategy.



How does it work?

The CheckPoint 360TM is the foundational survey used to:

- Gather perceptions of the manager's leadership capabilities from the manager, and a reference group of boss, peers and direct reports, and has the ability to collect comments on each competency being measured.
- Enable a complete understanding of the manager's capabilities across eight universal Management Competencies and 18 key Skill Sets.
- Provide insight into each Skill Set through a robust set of reports, including a detailed development plan for the individual and coaching and management considerations for those who supervise the manager.
- Give senior leadership an overview of talents, gaps, and focus areas for the organization.

Coaching Services

Coaching Services provides personalized guidance to help your managers reach their leadership growth goals.

What's the next step?

Please contact your authorized Profiles International business partner for a complimentary demonstration.

MEASURES	<p>8 universal Management Competencies and 18 supporting Skill Sets:</p> <ul style="list-style-type: none"> • COMMUNICATION <ul style="list-style-type: none"> ○ Listens To Others ○ Processes Information ○ Communicates Effectively • LEADERSHIP <ul style="list-style-type: none"> ○ Instills Trust ○ Provides Direction ○ Delegates Responsibility • ADAPTABILITY <ul style="list-style-type: none"> ○ Adjusts to Circumstances ○ Thinks Creatively • RELATIONSHIPS <ul style="list-style-type: none"> ○ Builds Personal Relationships ○ Facilitates Team Success • TASK MANAGEMENT <ul style="list-style-type: none"> ○ Works Efficiently ○ Works Competently • PRODUCTION <ul style="list-style-type: none"> ○ Takes Action ○ Achieves Results • DEVELOPMENT OF OTHERS <ul style="list-style-type: none"> ○ Cultivates Individual Talents ○ Motivates Successfully • PERSONAL DEVELOPMENT <ul style="list-style-type: none"> ○ Displays Commitment ○ Seeks Improvement
TIME TO TAKE	15 minutes for each participant...
THE PROCESS	<p>Using a Survey...</p> <ul style="list-style-type: none"> • The manager completes a self-evaluation • Up to three bosses rate the manager • Up to three different respondent groups rate the manager <p>All survey information provided by the respondent groups (everyone except the manager and bosses' rating) is completely confidential.</p>
REPORTS	<ul style="list-style-type: none"> • Individual Feedback Report – speaks to the manager • Comparison Report – compares two different surveys and speaks to the manager • Management Report – speaks to the boss • Management Comparison Report – compares two different surveys and speaks to the boss • Executive Overview – combines 3+ surveys of the same time period and speaks to the C-Suite Executives
VALIDATION STUDIES	1992 through 2012
ADMINISTRATION	Internet or Paper/Pencil
REPORT GENERATION	Internet, Profiles International Assessment centre

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