

Management Competencies

This Assessment has been written by HR Professionals and is used to help identify development plans for managers. It has been adapted to meet quality training standards such as ILM (Institute of Leadership and Management) as well as for specific management needs within different businesses.

The assessment comprises a detailed questionnaire, the results of which form a very clear picture of how effective management is within a business and where further development needs are.

There is a lot of research outlining the difference between management and leadership and this Assessment provides an insight into the type of management and leadership adopted by an organisation.

It is used by HR consultancies to identify development needs, implement development plans that match those needs and the impact that the development has had showing return on investment.

Organisations can use it to assist their management to become more rounded in their approach to management, as well as reinforcing their communication channels.

Primary Purpose

The Management Competencies framework covers a variety of different elements of management and leadership and can be adapted to include other specialist areas such as time management, assertiveness, stress management and management of change.

The primary purpose of this assessment is to provide a framework from which to develop managers at all levels within an organisation. It allows development to be carried out in a structured way ensuring everyone is working towards the same standards.

Used in conjunction with both online and formal development it becomes a valuable tool to continually assess development needs as well as the effectiveness of the training that is provided and further development required.

It is designed to streamline management development, ensuring it is relevant to both the individual and the organisation and has a valuable impact upon the business.

It is used to:-

- Create an overview of management style within an organisation
- Pre and Post development needs
- Develop management according to organisation and individual requirements
- Ensure management is effective in all areas
- Strengthen management teams
- Improve communication channels
- Identify trends within different areas of the business
- Benchmark managers and run comparative reports showing strengths and weaknesses in different areas of the business.

Summary

The Management Competencies Assessment will provide both consultants and business leaders with a platform from which to develop a structured approach to management development. It is designed as a toolkit giving valuable information, linked directly to management issues as identified through answers provided in the questionnaire.

It is an extremely comprehensive review of Management capabilities and know how within an organisation and will create the framework which can be used to implement strategies that will improve Management and Leadership.



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