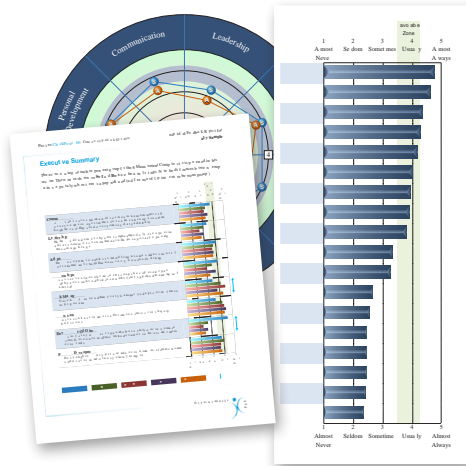


Checkpoint 360^o™



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.

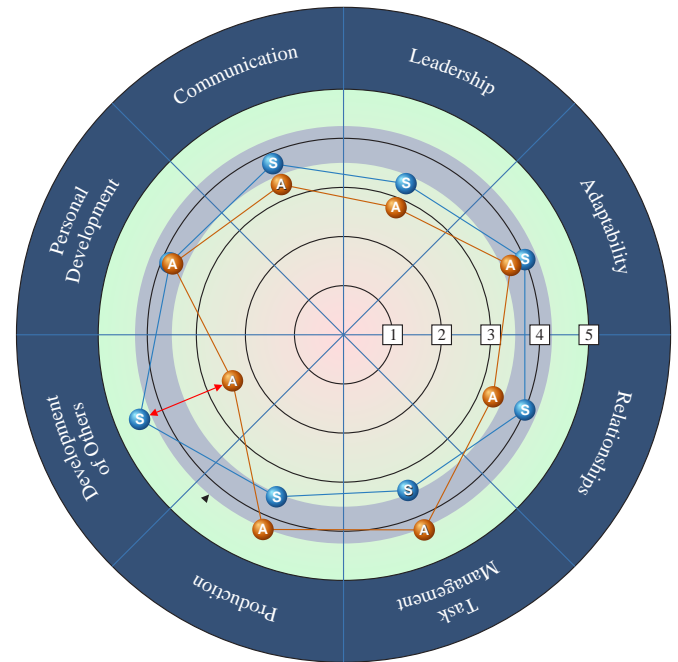
Why Assess Employees with CheckPoint 360^o™?

The CheckPoint 360^o™ 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 360^o 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.



www.profilesinternational.com



How Does It Work?

Checkpoint 360^o™

The CheckPoint 360^o™ 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 complementary demonstration.

Profiles International
imagine great people®

MEASURES	<p>18 supporting Skill Sets</p> <p>Eight Management and Leadership Competencies:</p> <ul style="list-style-type: none"> • Communication • Leadership • Adaptability • Task Management • Relationships • Production • Development of Others • Personal Development
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>
TIME TO TAKE	15 minutes for each participant
REPORTS	<ol style="list-style-type: none"> 1. Individual Feedback Report – speaks to the manager 2. Comparison Report – compares two different surveys and speaks to the manager 3. Management Report – speaks to the boss 4. Management Comparison Report – compares two different surveys and speaks to the boss 5. Executive Overview – combines 3+ surveys of the same time period and speaks to the C-Suite Executives
VALIDATION STUDIES	1992 through 2010
ADMINISTRATION	Internet
SCORING	Internet
REPORT GENERATION	Internet

Contact Information
 LePhair Associates Ltd.
 522 Oakwood Drive,
 Pickering, ON, L1W 2M7
 Phone: 905-509-2717
 Email: info@lephairassociates.com

