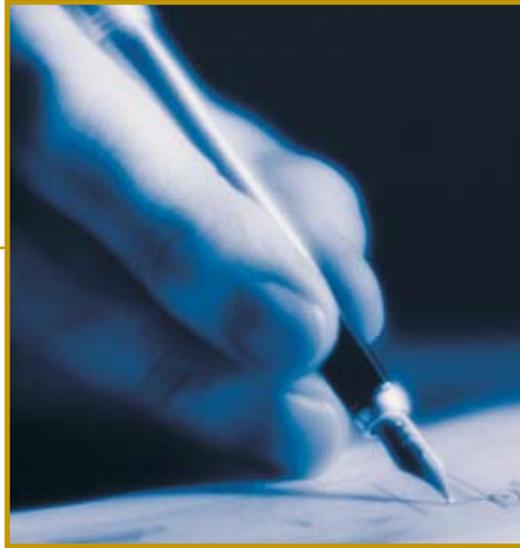


MANAGEMENTPRO™

MANAGEMENT POTENTIAL 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 POPT™, 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.

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.

Sales Management Functions (optional)

The MANAGEMENTPRO™ assesses and reports on the key sales management issues. These include recruiting and attraction; sales training and development; sales force growth and performance management.

Customization and Validation of the MANAGEMENTPRO™

To ensure that the Self Management Group's profiles do what they say they will, they are validated for each specific business culture for each specific client. The Self Management Group follows a process called a 'validation study' to do this. A validation study is a scientific review of the psychometric tool (and any other aspects of a selection system) to determine that it measures what it says it is measuring and is related to performance in that specific business culture. The MANAGEMENTPRO™, like all Self Management Group profiles, is subjected to this validation to ensure that it provides only the most appropriate and reliable assessment for each client.

The MANAGEMENTPRO™ can also be customized to reflect the specific management culture and succession planning needs of a client. This is done by focusing on the specific competencies required for each management position and building a customized succession and selection model for the client. This analysis also provides senior management with powerful knowledge of their organization, allowing them to make strategic changes in direction based on their vision for the enterprise.

Self Management Group

The Self Management Group is a privately held company which specializes in selection, development and career management of people. The Self Management Group provides a comprehensive range of products and services which include a very extensive list of psychometric profiling tools, management and sales training, team building workshops, change management, career and outplacement counselling, stress management, succession planning, mentoring, coaching and other services.

Find Out About MANAGEMENTPRO™ Today

To find out more about MANAGEMENTPRO™, please contact Steven Rosen at STAR Results. Call (905) 737-4548 or e-mail us at steven@starresults.com. You can visit our web site at www.starresults.com

SELFMANAGEMENT
GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

