



PERFORMANCE PROGRAMS INC.

assessment, awareness, action



Advanced Management Practices

APPLICATION

Taking managers a step closer to full strategic responsibility

AUDIENCE

Directors and functional managers

RESPONDENTS

Self
Manager
Peers
Direct Reports

QUESTIONS

77 questions,
3 open-ended

ADVANCED MANAGEMENT PRACTICES (AMP)

Advanced Management Practices (AMP) survey provides higher level managers with feedback about their management and strategic leadership skills. The AMP Task Cycle® assesses the vision of the senior level mid-manager, his or her ability to plan for the future, the skills needed to manage, motivate, and lead others, and the drive to achieve operational and strategic goals, as well as his or her impact on the team.

THE AMP TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

Task Cycle® Phases:

I. ENTREPRENEURIAL VISION

Developing a vision and a plan for change, establishing clear goals, taking informed risks, and exhibiting enthusiasm for the business.

II. PLANNING FOR THE FUTURE

Understanding market trends, demonstrating sound financial judgment, collaborating with others to plan for the future, being customer oriented, and communicating clearly.

III. MAXIMIZING HUMAN RESOURCES

Promoting cross team collaboration, empowering employees, building a team environment, coaching for performance, and managing conflict.

IV. FEEDBACK

Appreciating others' points of view.

V. DRIVING TOWARD SUCCESS

Setting performance standards, being persuasive, and appropriately utilizing authority to get results.

VI. RECOGNITION

Recognizing and acknowledging the contributions of others.

OUTCOMES

Trustworthiness/Integrity, Tension Level, and Overall Effectiveness are leveraged through the mastery of Task Cycle phases.

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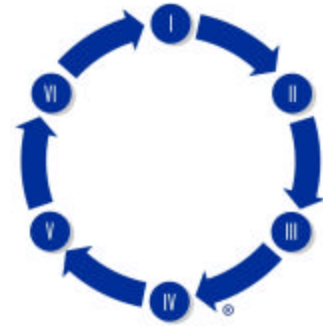
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**PERFORMANCE
PROGRAMS INC.**
assessment, awareness, action



Leadership Competencies for Managers

APPLICATION

Management development designed to add thought leadership to the traditional role.

AUDIENCE

First-line and middle managers

RESPONDENTS

Self
Manager
Peers
Direct Reports

QUESTIONS

59 questions,
3 open-ended

LEADERSHIP COMPETENCIES FOR MANAGERS (LCM)

provides feedback on a manager's leadership and management skills. Effective managers have a good balance of work-oriented and people-oriented skills that allow them to achieve the goals and objectives of the organization. The management role is enhanced by strong leadership skills. Effective leaders create ideas and prepare the organization for change. The LCM combines the skills essential to both the management and leadership roles into one survey.

THE LCM TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

Task Cycle® Phases:

I. ESTABLISHING THE PURPOSE

Presenting fresh ideas and long-range vision, utilizing clear communication and demonstrating the courage to take risks.

II. LAYING THE FOUNDATION

Solid decision-making, collaborative planning, and effective conflict management.

III. SUSTAINING THE EFFORT

Developing strong teams and guiding individuals toward success.

IV. FEEDBACK

Providing employees with feedback on their performance.

V. DRIVING TOWARD SUCCESS

Setting performance standards, demonstrating enthusiasm, delegating responsibility and appropriately utilizing authority to get results.

VI. RECOGNITION

Acknowledging the contributions of others.

OUTCOMES

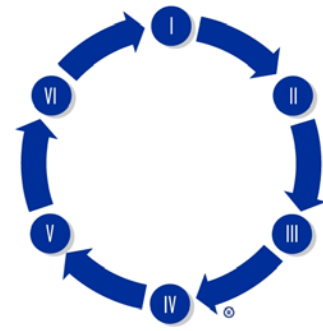
Tensions Level and Overall Effectiveness are leveraged through the mastery of Task Cycle phases.

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Management Practices

APPLICATION

Supervisory development, linking management practices

AUDIENCE

Managers and supervisors at all levels

RESPONDENTS

Self
Manager
Clients
Direct Reports

QUESTIONS

71 questions, 3 open-ended (145-question version available)

MANAGEMENT PRACTICES (SMP)

provides feedback on an individual’s core management skills. Successful managers have the skills necessary to clarify and achieve operating goals while maintaining a quality work environment. The SMP primarily measures facilitation, direction and communication skills of the new or front-line supervisor. Effective individuals in this role create a day-to-day strategy to meet organizational goals. The SMP assists in developing, strengthening and enhancing these essential management skills.

THE SMP TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

Task Cycle® Phases:

I. MAKING GOALS CLEAR AND IMPORTANT

Establishing and communicating clear goals.

II. PLANNING AND PROBLEM-SOLVING

Encouraging participation, planning work effectively, utilizing organizational knowledge and interacting effectively with stakeholders.

III. FACILITATING THE WORK OF OTHERS

Supporting individuals’ success and building effective teams.

IV. PROVIDING FEEDBACK

Providing employees with feedback regarding their performance.

V. EXERCISE POSITIVE CONTROL

Valuing timeliness, monitoring and tracking details, appropriately utilizing authority to get results, and delegating responsibility.

VI. REINFORCING GOOD PERFORMANCE

Acknowledging the contributions of others.

OUTCOMES

Work Group Effectiveness, Tension Level, General Morale and Commitment are leveraged through the mastery of Task Cycle phases.



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