

Effective management is not a destination, but an endless journey. Let the Management Effectiveness Profile System provide a roadmap and keep your managers on track.



Management Effectiveness Profile System™ (MEPS)

A process for management skill development.

Your managers are your organization's lifeline. They're responsible for guiding and directing your most important assets—your employees—not to mention making thousands of complex decisions that keep your company running smoothly. And even the best can't rest on their laurels. To stay successful today—so *your company stays successful*—your managers must keep challenging themselves to become even better.

Chart the Course to Continuous Improvement

Effective management requires skill mastery in a variety of areas, all critical to continued success. So how do your managers know what they need to work on, and when? MEPS is a cost-effective, efficient assessment that gives your managers the vital information they need to get—and stay—on the path to progressive improvement.

With the MEPS Assessment Package, mid- to upper-level managers can evaluate their job skills and behaviors (see table on page 33) to find out how well they're doing right now, and determine what they need to work on. And HSI takes care of assessment scoring for you—so you can get the MEPS process up and running with a minimum time commitment.

PRODUCT APPLICATION

Use MEPS to:

- Drive a personalized, self-directed development process that incorporates 360° feedback
- Sharpen interpersonal skills such as listening, delegating, communicating, and dealing with conflict
- Boost task-related skills like goal setting, planning, and problem solving
- Efficiently and accurately identify development needs for an entire management population

Web Processing Available

Ideal for large-scale applications and/or geographically dispersed groups, MEPS can be administered via the Web with either online or paper-based feedback. Paper & pencil forms are also available. For more information, please contact an HSI sales consultant.

A View From All Sides

Everyday a manager interacts with a broad spectrum of people, each of whom experiences him or her just a bit differently. These “outside” insights are the foundation of the MEPS process.

A pioneering 360° assessment, MEPS offers managers a structured, confidential way to get a *balanced perspective* of their strengths and development opportunities from those who count—direct reports, peers, and/or bosses.

When a manager compares this composite feedback to his or her own perspective, the result is an objective, well-rounded view of the manager’s competencies.

How MEPS Works

In addition to a fully customized, detailed report of the manager’s results, the MEPS Assessment Package includes a **Self-Development Guide**. This management “how-to” shows managers how different skills affect the workplace and provides practical strategies to help them address development opportunities head on—for quicker, more precise results. There’s even a straight-forward development plan for creating and committing to improvement actions.

The MEPS process is so flexible and versatile, you can use it with either individuals (one-on-one) OR groups (specific departments/divisions, or across the entire company).

Use MEPS to Measure the Full Spectrum of Management Skills and Behaviors

Task-Related	Interpersonal	Personal
Problem Solving	Team Development	Stress Processing
Time Management	Delegation	Maintaining Integrity
Planning	Participation	Commitment
Goal Setting	Integrating Differences	
Performance Leadership	Providing Feedback	
Organizing		