

# Organizational Management Analysis<sup>TM</sup>

## An Executive View of an Organization's Leadership Pipeline

Alignment of management with the top goals of the business is key in driving increased productivity and business success. The CheckPoint OMA (Organizational Management Analysis<sup>TM</sup>) is a comprehensive tool, designed specifically for senior executives, that provides valuable insight into the overall abilities and alignment of 18 Critical Management Skill Sets for leaders at all levels of the organization. To produce an OMA report requires your leaders to complete a CheckPoint 360<sup>OTM</sup> Feedback survey. The OMA reduces the magnitude of 360° data for each leader to six precise executive reports.

CheckPoint<sup>TM</sup> OMA<sup>TM</sup> is a valuable tool which helps senior executives:

- Obtain a high level view of the organization's management skill set's strengths and management skill gaps
- Ensure alignment to the company's vision, mission and strategic business goals for human capital management and development
- Develop a targeted leadership training system to address specific leadership challenges that may be pervasive within your organization
- Provide personalized leadership development plans for leaders at all levels of the organization

CheckPoint<sup>TM</sup> OMA's comprehensive reporting suite provides detailed insight into the following management capabilities:

Skill Sets	(*)	Percentage of Raters		
Delegates Responsibility		29%	38%	33%
Seeks Improvement		29%	34%	37%
Listens To Others		28%	38%	34%
Thinks Creatively	6	27%	40%	33%
Cultivates Individual Talents		27%	39%	34%
Processes Information		26%	36%	38%
Facilitates Team Success	1	25%	31%	44%
Provides Direction	5	24%	40%	36%
Communicates Effectively	3	24%	40%	36%
Motivates Successfully	4	23%	30%	47%
Builds Personal Relationships		22%	38%	40%
Achieves Results	2	20%	29%	51%
Adjusts to Circumstances		19%	44%	37%
Takes Action		18%	39%	43%
Works Competently				
Instills Trust				
Works Efficiently				
Displays Commitment				

CheckPoint OMA identifies perceived strengths and areas for development across your entire management team, allowing you to prioritize your leadership development initiatives.

**Critical Skill Set Summary** – Identifies the skill sets considered by your management team to be the most critical to the success of your organization. This information is vital to ensure management priorities are consistent throughout the organization.

**Critical Skill Set Analysis** – Provides detailed analysis of alignment between individual managers and their bosses regarding the critical Skill Sets important for business success as determined by your management team. This information identifies and resolves potential differences in priorities between managers and their senior executives.

## Robust Measurements

CheckPoint 360<sup>OTM</sup> measures 8 Management Competencies and 18 Skill Sets, including:

### Communication

1. Listens to others
2. Processes information
3. Communicates effectively

### Leadership

4. Instills trust
5. Provides direction
6. Delegates responsibility

### Adaptability

7. Adjusts to circumstances
8. Thinks creatively

### Relationships

9. Builds personal relationships
10. Facilitates team success

### Task Management

11. Works efficiently
12. Works competently

### Production

13. Takes action
14. Achieves results

### Development of Others

15. Cultivates individual talents
16. Motivates successfully

### Personal Development

17. Displays commitment
18. Seeks improvement

## Organizational Development Summaries

The report provides an analysis of the percentage of your team within or above the Favorable Zone that defines the target level of management capability for each critical skill. This information pinpoints common management challenges in your organization and provides a baseline for leadership development at a group level.

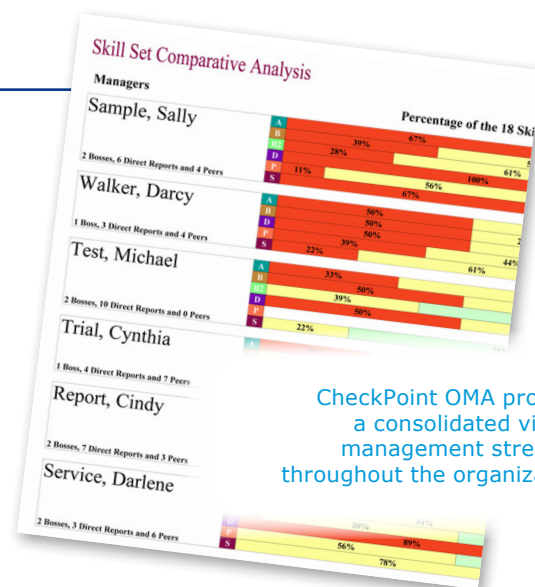
"This program is designed for improving managers' skills and thereby improving employee retention and productivity. It is an effective program that implements lasting change."

—Jim Sirbasku, CEO,  
Profiles International

Management Skill Sets and all reference groups. This analysis makes it easy to identify managers who require further leadership development.

### Skill Set Comparative Analysis –

Provides a high level summary comparing individual manager's skills against the Favorable Zones across all 18



CheckPoint OMA provides a consolidated view of management strengths throughout the organization.

## Organizational Development Priorities –

Provides an overview, by skill set, of all managers who received recommendations for improvement for a specific skill set. This allows organizations to quickly pinpoint, prioritize and implement management training programs.

## Organizational Training Needs Analysis –

Provides guidance on specific activities that should be addressed in training for each of the 18 Critical Skill Sets. These activities are supported with detailed Personal Action Plans and Coaching Guides from the CheckPoint SkillBuilder solution.