

map

Assessment



"Your fastest route to better management"

Benefits of Map Assessment

- MAP Assessment is **cost-effective, flexible**, and saves you time and money.
- MAP Assessment is an **objective comparison** against thousands of other competent managers throughout the UK and the world.
- With MAP Assessment you can produce group reports profiling the abilities and **needs of your teams or organisation**. Saving you weeks of work analysing individual's training needs, and saving thousands of pounds in costs.
- MAP Assessment provides you with a **real measurable base line** from which to build, develop and continue to appraise management performance.
- MAP Assessment helps managers to drill down and find out exactly what their **development needs** are.
- MAP Assessment focuses on 'needs' based training allowing your organisation to direct training resources where they will deliver the **biggest benefits** to the individual and to the departmental and business objectives.
- The use of MAP Assessment is **the complete management assessment** and development programme when used with Managing to Excel.
- MAP Assessment at the start of a management development programme **increases buy in and improves results**.

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How does MAP Assessment work?

MAP Assessment normally takes place over two days (usually a few days apart).

Day 1 - Assessment

Day one consists of a series of 13 DVD based scenarios covering a week in the life of a typical management team.

Throughout the day the managers being assessed answer a series of questions based on what they've seen, and other information given, they then determine whether in their opinion it is good or bad practice.

There are also 2 paper based questionnaires that help determine their preferred way of managing and communicating within the workplace.

Day 2 - Interpretation of MAP Assessment and development planning

Day two of the MAP Assessment process is dedicated to interpreting each manager's profile and how it relates to their performance in the workplace.

The MAP Assessment profile contains 7 pages, the first 2 pages give a graphical overview of the results (see next page), and there are a further 5 pages of interpretation text for the manager to gain a fuller insight into how they have performed.

During the day all the competencies are discussed along with the management, communication and personal styles results. Managers are then introduced to group, national and sector benchmarks so they can compare their own performance with that of other managers in the UK.

On the afternoon of day two each manager receives individual feedback on a one to one basis. They are introduced to a series of helpful documents which will help them to translate their profile into a draft development plan.

Their development plan is based on current competence and individual development objectives. The production of the development plan is facilitated on both a group and individual basis. Managers are encouraged to discuss their plan with their line manager, and review their plan and changes in behaviour as they progress through the development process.

Developing managers after MAP Assessment

MAP Assessment can form the basis of a structured development programme and is the ideal tool to clearly identify where individual development needs are.

How you meet those development needs is up to you. We can offer you a series of flexible and innovative solutions that can be tailored to suit individual manager's need and also organisational objectives.

One popular solution is "Managing to Excel" a series of 12 individual DVD based workshops supported by open learning workbooks. Each DVD focuses on developing the skills, knowledge and understanding of one of the MAP Assessment competencies. They relate back to the scenarios from the MAP Assessment DVD, providing continuity and clear guidance on good practice.

Why do so many organisations like MAP Assessment?

In the current economic climate where organisations want to minimise costs and become more efficient they are looking closely at how they spend their training budget.

More and more organisations are using MAP Assessment to identify where their training and development needs really are. This is allowing them to focus their valuable time and money developing the skills and behaviours that are going to have the biggest impact on improving their long term business performance.

Organisations that use MAP Assessment at the start of their management development programmes find they can reduce the time away from the job by over 50% creating real cost savings whilst achieving higher levels of improvement.

Other uses for MAP Assessment

As well as management development MAP Assessment is effectively used for a host of other purposes, including:

- Training needs analysis
- Benchmarking
- Recruitment and selection
- Succession planning
- Evaluating the impact and cost effectiveness of training

Organisations already using MAP Assessment

A small sample of the organisations that regularly use MAP Assessment as part of their Management Development strategy include:

Assessment North East	Metropolitan Police
Avon Fire & Rescue	Npower
Barnsley MBC	North Norfolk District Council
Birmingham City Council	Northumberland Business Link
Birmingham Museums	Pembrokeshire County Council
Centro	Peplow Group
City of Stoke on Trent	Ricoh
Coras Iompair (Ireland)	Sefton MBC
Coventry Primary Care Trust	Shell UK
Focus	Shropshire County Council
Lincoln City Council	Stockport County Council
Liverpool University	Wilson Lee
Manchester City Council	Wyre Borough Council

TESTIMONIALS



"The methods used have helped my personal development by identifying my strengths and development areas"

Tahirah Pirmohamed, Victim Support

"An interesting concept, MAP Assessment has provided me with a personalised overview of my management style."

Catherine Proctor, HR Manager, Twin Valley Homes

"The course gave me the opportunity to question my abilities and see where they fitted into the competencies. The quality of the information packs and the follow up service is exceptional compared to other providers!"

Louise Simms, HR Manager, The Archdiocese of Liverpool

“Quick moving and thought provoking, the trainers are very competent and knowledgeable. The quality of the handout material is excellent. Thank you for the opportunity to attend.”

Barry Lewis, Training & Development Manager, Airbus UK

“Provides a different way of understanding your individual management development needs right from the outset”

Linda Hill, Call Centre Manager, Lowri Beck

“Very open, honest discussions, delivered at an enjoyable even pace”

Joan Bayliff, HR Manager, Lakes College, West Cumbria

“Meaningful group discussions and time out to focus on the competencies and their relationship to real life work situations”

Nigel Jones, Recruitment Manager, Airbus UK

“An excellent tool to assess managerial competency – I will be recommending it!”

Helen Watson, A & P LLP

“As always surprised by how accurate these tools are at predicting preferences. Very enjoyable”

Alison Hall, JFM & RS

“Pace, Content, Facilities, Ambience – All superb!!”

Jaqui Temperley, Veritas Learning

For an initial informal discussion please feel free to contact us using any of the methods below:

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