

Optimising Manager Effectiveness

Are you getting best value for money from your employees?

It is a fact that the level of work output or productivity achieved from most employees has a direct relationship to the attitude and abilities of their line managers. Good team managers motivate and earn the respect of their staff, achieve more and gain best value for money from their team.

It makes sense therefore to measure the effectiveness of your managers from the eyes and opinions of those they are managing, i.e. their team members, after all it is their attitudes and perceptions that are dictating how much effort they are putting into their work.

360° Management Skills Review

There can be a significant difference between how well a manager believes they are performing and how well others, especially their staff, perceive that performance. The manager who has feedback on staff opinions on their abilities has the knowledge and opportunity to make personal and professional improvements.

The 360° Management Skills Review is designed to identify apparent weaknesses in manager / staff relationships and line manager effectiveness.

Target Investment and Restructuring

Gathering feedback data on manager / staff relationships within an organisation also enables senior management to more effectively target investment, plus enables any restructuring and business rationalisation to be undertaken with the knowledge of employee needs and opinions.

Maximising Quality

Obtaining good employee feedback is dependent on asking the right questions and ensuring the consultation conditions maximise the quality and quantity of employee opinions received.

The 360° Management Review is a questionnaire style consultation based on "The Management Competency Framework" (created by the HSE and CIPD), and provides feedback on behavioural indicators linked to the HSE's Stress Management Standards.

To achieve good consultation response rates it is important to increase employee confidence in the consultation. This is normally achieved by promoting pre consultation and offering anonymity to respondents. Anonymity is best achieved by using an independent consultation manager and analyst.

360° Management Skills Review

Use our consultation data analysis tool that provides quick and easy reports and results.

Average Consensus	Never	Seldom	Often	Always	Deviation
79.49%					2.50%
66.67%					-10.32%
76.54%					-0.44%
66.67%					-10.32%
76.98%					

Produce 'at a glance' reports that indicate if team perceptions match line manager perceptions.

Report Criteria

Manager ▼

J Smith ▼

Examine results question by question, manager by manager or department by department.

Manager Report		J Smith	G Brown	J Prescott	A Darling
Anticipates what might happen in the long term?					
Suggests solutions for possible future issues?					
Understands and responds to others' needs?					
Seeks opportunities for staff to develop potential?					
Sets clear targets for achievement with staff?					
Provides a clear direction?					
Monitors and acts on poor performance?					
Praises and recognises staff achievements?					

Display the results as an individual report or as a matrix so results can be used to identify 'hot spots' and so target investment needs.

These services are provided in association with Ask An Opinion, an associate specialist survey and consultation management company.

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