

Management Effectiveness Profile System™ (MEPS)

 paper scan-form

 internet data collection (IDC)

MANAGEMENT DEVELOPMENT

Improve mid- to upper-level managers' task, personal, and interpersonal skills



Effective management requires skill mastery in a variety of areas, all equally critical to continued success. MEPS accurately evaluates a manager's current performance in task, interpersonal, and personal skills.

WHAT IS MEPS?

The *Management Effectiveness Profile System (MEPS)* is an assessment package designed to assist managers in evaluating and strengthening their on-the-job skills and behaviors. This skills-based diagnostic system uses 360° feedback to provide managers with a balanced perspective of their strengths and development opportunities in 14 areas that are organized into three general categories of management skills:

- *Task skills*, including problem solving, time management, planning, goal setting, performance leadership, and organizing
- *Interpersonal skills*, including team development, delegation, participation, integrating differences, and providing feedback
- *Personal skills*, including stress processing, maintaining integrity, and commitment

HOW DOES MEPS WORK?

MEPS measures performance from both the participant's point of view and the views of at least three associates (direct

reports, peers, bosses). MEPS Self-Description and Description by Others Inventories each take approximately 25 to 35 minutes to complete. The results are presented in a detailed report that also includes our historical averages for each of the MEPS scales and an extensive guide for self-development.

APPLICATIONS

MEPS can be used to:

- Provide managers with 360° feedback on their management skills
- Create a personalized, self-directed development program
- Identify training and development needs of the management team
- Initiate and monitor the task, interpersonal, and personal development of management

WHO SHOULD EXPERIENCE MEPS?

MEPS is particularly appropriate for mid- to upper-level managers. It can also be used for managers in entry-level positions preparing to move to more demanding roles.

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