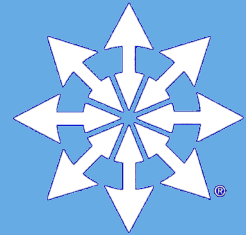


# Management Effectiveness Profile System™ (MEPS)



## MANAGEMENT DEVELOPMENT



*MEPS should be considered as a basic element of every management development program in every organization.*

### WHAT IS MEPS?

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

- Task Skills
- Interpersonal Skills
- Personal Skills

### HOW DOES MEPS WORK?

As a self & 360° feedback instrument, MEPS measures performance from both the manager's point-of-view and the view of at least five significant others\*.

The assessment inventories consist of 98 skill items and 14 summary items that takes approximately 25-35 minutes to complete.

\* Extra raters can be added to provide sub-group breakouts from subordinates, peers, higher-level managers, and others.

The **MEPS Report** provides participants with a large amount of comparative data, effectiveness ratings, and a self-development guide that combines textbook information and strategy suggestions from leading experts.

### MEPS REPORT FEATURES

Participants receive qualitative feedback on their perceived effectiveness in managing task, interpersonal and personal skills, as well as their overall scores for each of the 14 skill areas and item-level feedback.

But the real value of MEPS is in the participants' comparative scores, where individual results are compared to those of over 5,000 other managers to provide participants with a percentile ranking in each of the 14 management competencies (both self & 360° scores).



The report also ranks each skill area in order of development need to make it easy for participants to prioritize those areas with the highest development needs.

The report is accompanied by a complete self-development guide that defines each skill, with lots of insight into the skill, and a list of suggestions from the experts.

## MEPS

### MEPS Skill Area

### Percentile

Performance Leadership	Self		Potential	82
	Others		Asset	62

*MEPS enables managers to compare their effectiveness, in fourteen key skill areas, with all other managers. And then, implement specific strategies for improvement.*

### APPLICATIONS

For many years, MEPS has been used by executive development programs and corporations of all sizes to enable managers to successfully hone their management skills.

More specifically, MEPS can be used to:

- Help managers understand the complete scope of their management responsibilities
- Provide a valid and reliable performance assessment with tangible suggestions for improvement
- Encourage managers to invest time and effort into their personal development
- Alert HR (through the use of group composites) to organizational training gaps
- Demonstrate to managers that the organization is committed to their personal development and growth.

### OUTCOMES ASSOCIATED WITH MEPS

MEPS can and should be an integral element of your organization's leadership development program. Whether used in workshops or for self-directed learning, MEPS will lay the foundation for current and future management development programs.

Outcomes to be expected with a well-administered MEPS program include:

- A better trained, more efficient and effective management team
- A dramatic improvement in the fourteen management skills measured by MEPS
- Improved relations between staff and management
- Increased productivity



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