

# 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



**E**ffective 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.