



Compass^e Managerial Practices Profile

PARTICIPANT WORKBOOK



MANUS

Compass Managerial Practices Profile Participant Workbook And Self Questionnaire Instrument

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Compass Managerial Practices Profile Participant Workbook And Self Questionnaire Instrument:

Compass Managerial Practices Profile, Package Contains: Participant Workbook and Self Questionnaire Instrument

Manus,1998-05-29 Solve the management mystery What makes a great manager This question is essential to the success of your organization This instrument package is a field tested proven effective tool that gauges a manager s abilities and suggests areas for improvement At the heart of the remarkable management program is the Managerial Practices Profile The Self version of the questionnaire included in the Participant s Workbook allows a manager to rate his of her own performance The Observer questionnaire allows the manager s direct reports colleagues and boss to assess the manager s skills After managers receive this insightful feedback report they ll use the dynamic Participant s Workbook to identify action steps that will best support their professional development You ll use Compass to internal bullet begin individual development build effective management teams promote organizational development and more The Facilitator s Guide includes All the information you ll need to run a Compass workshop at your organization step by step instructions for presenting a half or one day Compass workshop a set of reproducible handout and transparency masters and more The powerful Windows compatible Scoring Software which scores the questionnaires generates feedback reports and enables you to deliver the questionnaire via diskette of LAN local area network A sample copy of the Participant s Workbook which includes the Self questionnaire along with the Observer questionnaire SOFTWARE What you need to run Compass Scoring Software Windows 95 of NT running on a PC 486 CPU or better Pentium preferred with a CD ROM drive Minimum 8 MB RAM 16 MB recommAnded If you do not have a CD ROM drive or if you are using Windows 3 1 free installation diskettes are available when you order your Facilitator s Guide just ask Interpret the Profiles with the free Scoring Software included in the Facilitator s Guide ot get a comprehensive 360 feedback report that details Which practices are essential to the manager s job How frequently the manager uses each practice RecommAndations for how frequently the manager should use each practice Streamline your preparation and SAVE over 20% Purchase one Participant Package for each manager in your program and get everything you need **Compass Managerial Practices Profile, Package includes: Workbook with Self Instrument; Observer**

Questionnaire; Action Guide Manus,1998-06-22 Solve the management mystery What makes a great manager This question is essential to the success of your organization This instrument package is a field tested proven effective tool that gauges a manager s abilities and suggests areas for improvement At the heart of the remarkable management program is the Managerial Practices Profile The Self version of the questionnaire included in the Participant s Workbook allows a manager to rate his of her own performance The Observer questionnaire allows the manager s direct reports colleagues and boss to assess the manager s skills After managers receive this insightful feedback report they ll use the dynamic Participant s Workbook to identify action steps that will best support their professional development You ll use Compass to internal bullet begin individual development build effective management teams promote organizational development and more The

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Compass Managerial Practices Profile, Includes a sample copy of the Participant's Workbook, Observer, and Scoring Software Manus, 1998-05-29 Solve the management mystery What makes a great manager This question is essential to the success of your organization This instrument package is a field tested proven effective tool that gauges a manager's abilities and suggests areas for improvement At the heart of the remarkable management program is the Managerial Practices Profile The Self version of the questionnaire included in the Participant's Workbook allows a manager to rate his or her own performance The Observer questionnaire allows the manager's direct reports colleagues and boss to assess the manager's skills After managers receive this insightful feedback report they'll use the dynamic Participant's Workbook to identify action steps that will best support their professional development You'll use Compass to internal bullet begin individual development build effective management teams promote organizational development and more The Facilitator's Guide includes All the information you'll need to run a Compass workshop at your organization step by step instructions for presenting a half or one day Compass workshop a set of reproducible handout and transparency masters and more The powerful Windows compatible Scoring Software which scores the questionnaires generates feedback reports and

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Manus,1998-05-29 Solve the management mystery What makes a great manager This question is essential to the success of your organization This instrument package is a field tested proven effective tool that gauges a manager s abilities and suggests areas for improvement At the heart of the remarkable management program is the Managerial Practices Profile The Self version of the questionnaire included in the Participant s Workbook allows a manager to rate his or her own performance The Observer questionnaire allows the manager s direct reports colleagues and boss to assess the manager s skills After managers receive this insightful feedback report they will use the dynamic Participant s Workbook to identify action steps that will best support their professional development You will use Compass to internalize and begin individual development build effective management teams promote organizational development and more The Facilitator s Guide includes All the information you will need to run a Compass workshop at your organization step by step instructions for presenting a half or one day Compass workshop a set of reproducible handout and transparency masters and more The powerful Windows compatible Scoring Software which scores the questionnaires generates feedback reports and enables you to deliver the questionnaire via diskette of LAN local area network A sample copy of the Participant s Workbook which includes the Self questionnaire along with the Observer questionnaire SOFTWAREWhat you need to run Compass Scoring Software Windows 95 or NT running on a PC 486 CPU or better Pentium preferred with a CD ROM drive Minimum 8 MB RAM 16 MB recommended If you do not have a CD ROM drive or if you are using Windows 3.1 free installation diskettes are available when you order your Facilitator s Guide just ask Interpret the Profiles with the free Scoring Software included in the Facilitator s Guide to get a comprehensive 360 feedback report that details Which practices are essential to the manager s job How frequently the manager uses each practice Compass Managerial Practices Profile, Action Guide Manus,1998-06-16 Solve the management mystery What makes a great manager This question is essential to the success of your organization This instrument package is a field tested proven effective tool that gauges a manager s abilities and suggests areas for improvement At the heart of the remarkable management program is the Managerial Practices Profile The Self version of

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Leadership Resources
1998-05-29 **Compass Managerial Practices Profile, Package Contains: Participant Workbook and Self Questionnaire Instrument**
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Illuminating the Diversity of Cancer and Palliative Care Education Lorna Foyle, Janis Hostad, 2010 *Illuminating the Diversity of Cancer and Palliative Care Education* examines a myriad of original approaches techniques methods educational strategies and imaginative innovations within this vital field of medicine Its contributors share a range of educational techniques and tactics from Neuro Linguistic Programming to creative teaching strategies for bereavement support allowing readers to reflect on best practice and inventive ways of working which can be used or adapted to suit This book is an ideal companion to its sister volumes *Innovations in Cancer and Palliative Care Education* and *Delivering Cancer and Palliative Care Education* **Bulletin of the Atomic Scientists**, 1970-12 The Bulletin of the Atomic Scientists is the premier public resource on scientific and technological developments that impact global security Founded by Manhattan Project Scientists the Bulletin's iconic Doomsday Clock stimulates solutions for a safer world **Feedback to Managers** Jean Brittain Leslie, John W. Fleenor, 1998 This volume describes 24 publicly available multiple perspective management assessment instruments that relate self view to the views of others on multiple management and leadership domains Each instrument also includes an assessment for development focus that scales managers along a continuum of psychometric properties and best practices for management development The instruments reviewed are 1 Benchmarks 2 Campbell Leadership Index CLI 3 COMPASS The Managerial Practices Survey 4 Executive Success Profile ESP 5 Survey of Executive Leadership EXEC 6 Leader Behavior Analysis II LBAI 7 The Visionary Leader Leader Behavior Questionnaire LBQ 8 Leadership Effectiveness Analysis LEA 9 Acumen Leadership Skills LEADERSHIP SKILLS 10 Leadership Impact L I 11 Leadership Practices Inventory LPI 12 Life Styles Inventory LSI 13 MANAGER VIEW 360 14 Matrix The Influence Behavior Questionnaire MATRIX 15 Management Effectiveness Profile System MEPS 16 Multifactor Leadership Questionnaire MLQ 17 The PROFILER 18 PROSPECTOR 19 Survey of Leadership Practices SLP 20 The Survey of Management Practices SMP 21 System for the Multiple Level Observation of Groups SYMLOG 22 Types of Work Index TWI 23 VOICES and 24 Acumen Leadership Work Styles WORKSTYLES Three aspects are described for each instrument 1 descriptive author vendor copyright date purpose target audience cost scoring and certification procedures duration format and raters 2 research origins scales scale definitions samples cautionary statement and instrument reports and 3 training sample instrument sample feedback report

and training materials RIB **The Five Most Important Questions Self Assessment Tool** Peter F. Drucker, Frances Hesselbein Leadership Institute, 2010-11-11 This transformational tool offers leaders a critical resource for better understanding their organizations and themselves honing their skills to become accomplished long range planners and strategic thinkers By working through the Participant Workbook leaders will gain the insight needed to plan for results learn from customers and clients and ascertain how to achieve extraordinary levels of performance The Participant Workbook draws on Peter F Drucker s The Five Most Important Questions and is grounded in his management philosophies that address the critical aspects that make organizations viable and valuable entities When leaders answer these questions thoughtfully and address them with purpose these questions take one down a path to organizational transformation and enlightenment By leveraging these essential questions the Participant Workbook challenges leaders to take a close look at the very heart of their organization and what drives it giving them a means to assess how to be and how to develop quality character mind set values and courage Drucker s The Five Most Important Questions lead to spirited discussions and action inspiring positive change and renewed focus Designed for today s busy professionals this concise clear and accessible workbook for social sector nonprofit and socially minded business and government leaders can be used as preparation for a workshop organizational self assessment or as a stand alone leadership development tool for individuals looking to develop themselves and their organizations Praise for the Participant Workbook Self Assessment Tool Time and again Drucker s The Five Most Important Questions have proven to be the most effective way for nonprofit organizations to conduct self assessment and develop plans that will help them achieve real and lasting results Cathey Brown founder and CEO Rainbow Days Inc and 2001 Frances Hesselbein Community Innovation Fellow The Five Most Important Questions Self Assessment Tool is a gift to the social leadership sector from the late management guru Peter Drucker and the Leader to Leader Institute It makes incredible sense it is easy to use and lays the foundation for strategic planning Irv Katz president and CEO National Human Services Assembly A must read for social entrepreneurs who are seeking to dramatically grow their organization s impact without losing sight of the heart of their mission Iris Y Chen president and CEO I Have A Dream Foundation High performing organizations and individuals know that self assessment through Drucker s The Five Most Important Questions is the starting point for defining today and making tomorrow Lee H Igel assistant professor New York University and president Peter F Drucker Society of New York City This nuts and bolts guide has become my compass for urging leaders and managers to ask the right questions to look beyond what they thought they knew and to focus on being relevant tomorrow rather than resting on yesterday s achievements Lieutenant Commander Carla J Grantham U S Coast Guard Retired Congressional Liaison for Diversity Recruitment and Talent Management U S Coast Guard *Peter Drucker's The Five Most Important Question Self Assessment Tool* Frances Hesselbein Leadership Institute, 2010-11-09 The Leader to Leader Institute s best selling The Five Most Important Questions Self Assessment Tool has helped facilitators leaders and consultants guide

thousands in unleashing their organizations full potential in serving their mission and clients The third edition of this critical resource builds on the original and offers facilitators working with nonprofits and social sector organizations as well as business and government a clear and accessible model for helping participants achieve results that align mission goals and plans At the heart of this tool are Peter F Drucker s enduring The Five Most Important Questions that facilitators use to lead participants in addressing the critical things that make their organizations viable and valuable entities When answered thoughtfully and addressed with purpose these questions take one down a path of organizational transformation that leads to impact and success The Facilitator s Guide includes Steps for designing and conducting an organizational self assessment including how to gain commitment and form a team set goals gather and analyze data prepare for and engage in facilitated dialogue and how to create action by appraising and implementing strategic and operational plans Workshop preparation including how to deliver two day full day and half day workshops and resources to help you design and prepare a workshop An introductory workshop script with step by step guidance preparing you to deliver the information participants need A Microsoft PowerPoint™ presentation for running a workshop A bound in copy of the Participant Workbook Praise for the Facilitator s Guide Self Assessment Tool Time and again Drucker s The Five Most Important Questions have proven to be the most effective way for nonprofit organizations to conduct self assessment and develop plans that will help them achieve real and lasting results Cathey Brown founder and CEO Rainbow Days Inc and 2001 Frances Hesselbein Community Innovation Fellow The Five Most Important Questions Self Assessment Tool is a gift to the social leadership sector from the late management guru Peter Drucker and the Leader to Leader Institute It makes incredible sense it is easy to use and lays the foundation for strategic planning Irv Katz president and CEO National Human Services Assembly A must read for social entrepreneurs who are seeking to dramatically grow their organization s impact without losing sight of the heart of their mission Iris Y Chen president and CEO I Have A Dream Foundation High performing organizations and individuals know that self assessment through Drucker s The Five Most Important Questions is the starting point for defining today and making tomorrow Lee H Igel assistant professor New York University and president Peter F Drucker Society of New York City This nuts and bolts guide has become my compass for urging leaders and managers to ask the right questions to look beyond what they thought they knew and to focus on being relevant tomorrow rather than resting on yesterday s achievements Lieutenant Commander Carla J Grantham U S Coast Guard retired Congressional Liaison for Diversity Recruitment and Talent Management U S Coast Guard

People Smarts - Behavioral Profiles, Participant's Package: Includes Workbook, Self-Assessment, Scoring Matrix, and 5 Observer Assessments Tony Alessandra, Michael J. O'Connor, 1994-09-23 This exciting line of learning tools helps you improve communication in any group or organization Every individual has a unique personality but many behaviors can be understood within a systematic predictable framework The People Smarts package will train participants to identify colleagues behavioral patterns so they can work in harmony This simple easy to understand

method helps you get results from interactions with colleagues express your wants and needs clearly and recognize the needs of others improve collaborative efforts by learning to adapt to others styles understand your co workers bosses and subordinates through a systematic effective method anyone can learn The Self and Observer Assessments help your employees define their own styles The Self Assessment determines how a person believes he she interacts with others The Observer Assessment provides a picture of how others perceive an individual s interactions Used together these instruments provide valuable information for personal growth Participants can recognize differences between the way they think they are perceived and the way they are actually perceived by others This evaluation provides tangible goals for improving versatility and enhancing relationships Use the Scoring Matrix with the Self Assessment the Observer Assessment or both to get a visual representation of individuals styles The Scoring Matrix includes comprehensive descriptions of styles and substyles plus advice for achieving balance The Reminder Card is an instant reference to the four behavioral styles identified in the program with guides to recognizing and dealing with each The Participant Workbook focuses on application of the People Smarts principles Participants learn how to use verbal and visual clues to identify another person s style and adapt their own behavior to make relationships more successful This workbook is also a great self study tool Filled with humorous examples that teach valuable principles the People Smarts book introduces the simple but powerful business relationship concept on which the People Smarts program is based treat other people the way they want to be treated Streamline your preparation and save Purchase one Participant s Package for each participant in your program and get everything you need to improve communication today People Smarts - Behavioral Profiles, Self-Assessment Pamphlet Tony Alessandra, Michael J. O'Connor, 1994-05-24 This exciting line of learning tools helps you improve communication in any group or organization Every individual has a unique personality but many behaviors can be understood within a systematic predictable framework The People Smarts package will train participants to identify colleagues behavioral patterns so they can work in harmony This simple easy to understand method helps you get results from interactions with colleagues express your wants and needs clearly and recognize the needs of others improve collaborative efforts by learning to adapt to others styles understand your co workers bosses and subordinates through a systematic effective method anyone can learn The Self and Observer Assessments help your employees define their own styles The Self Assessment determines how a person believes he she interacts with others The Observer Assessment provides a picture of how others perceive an individual s interactions Used together these instruments provide valuable information for personal growth Participants can recognize differences between the way they think they are perceived and the way they are actually perceived by others This evaluation provides tangible goals for improving versatility and enhancing relationships Use the Scoring Matrix with the Self Assessment the Observer Assessment or both to get a visual representation of individuals styles The Scoring Matrix includes comprehensive descriptions of styles and substyles plus advice for achieving balance The Reminder Card is an instant reference to the four

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Behavioral Profiles, Package Includes: Trainer's Guide, Participant Workbook, Self Observer Tony

Alessandra, Michael J. O'Connor, 1994-09-23 This exciting line of learning tools helps you improve communication in any group or organization Every individual has a unique personality but many behaviors can be understood within a systematic predictable framework The People Smarts package will train participants to identify colleagues behavioral patterns so they can work in harmony This simple easy to understand method helps you get results from interactions with colleagues express your wants and needs clearly and recognize the needs of others improve collaborative efforts by learning to adapt to others styles understand your co workers bosses and subordinates through a systematic effective method anyone can learn The Self and Observer Assessments help your employees define their own styles The Self Assessment determines how a person believes he she interacts with others The Observer Assessment provides a picture of how others perceive an individual s interactions Used together these instruments provide valuable information for personal growth Participants can recognize differences between the way they think they are perceived and the way they are actually perceived by others This evaluation provides tangible goals for improving versatility and enhancing relationships Use the Scoring Matrix with the Self Assessment the Observer Assessment or both to get a visual representation of individuals styles The Scoring Matrix includes comprehensive descriptions of styles and substyles plus advice for achieving balance The Reminder Card is an instant reference to the four behavioral styles identified in the program with guides to recognizing and dealing with each The Participant Workbook focuses on application of the People Smarts principles Participants learn how to use verbal and visual clues to identify another person s style and adapt their own behavior to make relationships more successful This workbook is also a great self study tool Filled with humorous examples that teach valuable principles the People Smarts book introduces the simple but powerful business relationship concept on which the People Smarts program is based treat other people the way they want to be treated Streamline your preparation and save Purchase one Participant s Package for each participant in your program and get everything you need to improve communication today *People Smarts - Behavioral Profiles,*

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