

# PERF MANAGER

Optimise your company's management!

## YOUR EXPECTATIONS AND REQUIREMENTS

You want:

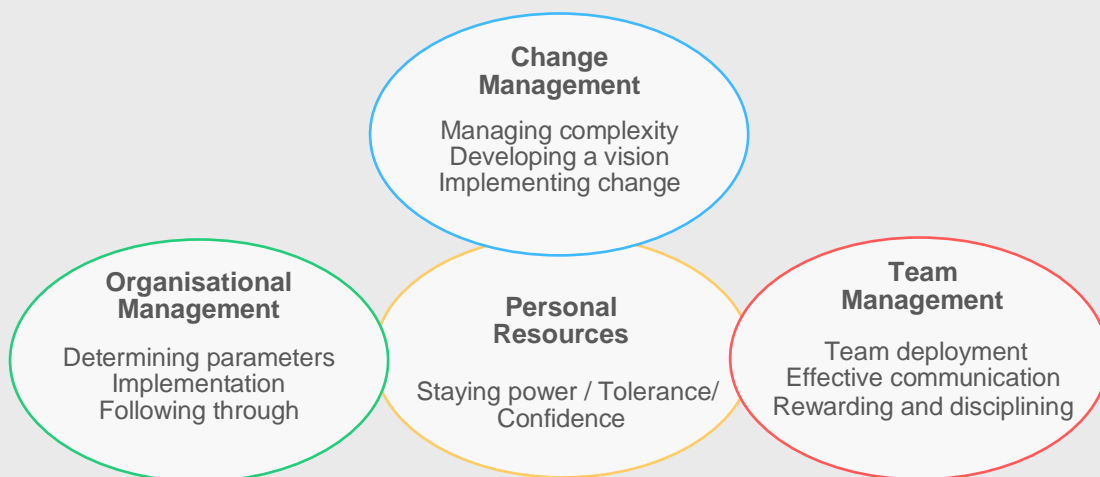
- **To objectively assess your colleagues' managerial skills**, within your recruitment or talent management processes?
- **To implement** a managerial development process **adapted to your colleagues' real needs?**
- **To fully involve your colleagues in their development**, through awareness of their assets and areas of progress?

>> **Discover PERF MANAGER!** A decision-making support tool for HR professionals wishing to assess candidates for managerial functions, or current managers who are faced with strategic, organisational and human challenges.

## THE MODEL

Our managerial competency model has been developed in a rigorous way, following a three-step process:

- **The state of the art in management:** analysis of literature and studies published on management.
- **Interviews of experts and management specialists**  
These two steps enabled us to define the main managerial activities and the key behavioural skills necessary to be more at ease in a manager's role.
- **Calibration based on a representative population of managers** holding the post at different levels, in different sectors of activities, in France and abroad.



>> **A managerial competency model, centred on behaviours and personal resources**

**Go further in your assessment process with a made-to-measure PERF MANAGER!**

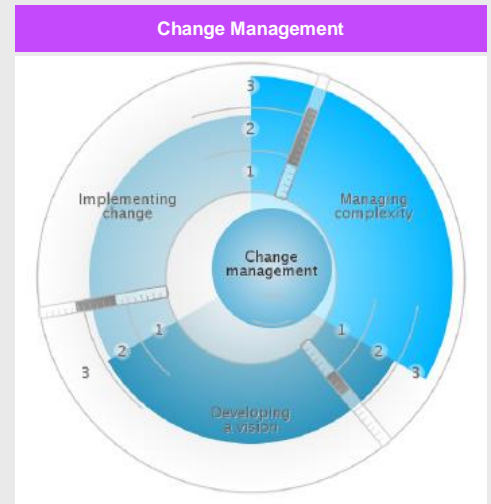
- **Made-to-measure calibration:** We study your managers' characteristics to position the behavioural success factors in your company.
- **Made to measure indicators:** We work together to define the managerial skills to be evaluated.

## THE PROCESS

- 1 **A self-assessment questionnaire** based on self-image, enables you to evaluate behavioural tendencies and main motivation levers at work – a 10 minute evaluation, accessible on Internet.
- 2 **The managerial skills model is matched with the results of the self-assessment questionnaire.**

The results are delivered in a personalised report:

  - The graphs show **the comfort and effort zones** of the person being assessed, on each one of the skills.
  - The display of the reference population's results enables the person being assessed to do their own **benchmark**.
  - Clear and precise definitions of the evaluated skills help the person being assessed to **understand the results**.
- 3 **A one-hour feedback interview** provides a deeper investigation of the diagnosis and helps to efficiently orient managerial development.



>> **PERF MANAGER** is extremely easy to use by HR professionals after attending a short, 2 x 2 hours operational training session, in a virtual classroom, given by a PerformanSe consultant.

## SHARED BENEFITS

