

MANAGEMENT EFFECTIVENESS ANALYSIS

This analysis results in a clear, specific prescription for the development, training and performance improvement of individual managers. It provides a solid foundation for effective management development

OUTLINE

In many organisations, for various reasons, review of management performance and planning for development is done inadequately. Managers receive scant information about how well, or badly, they are doing their jobs and, because of time pressures, are not given good-quality feedback about where they are doing well, where they are not and how they could improve.

This is short-sighted: managers who receive objective analysis of their performance, supported by behavioural examples of the impact and results of their actions, are in a position to be able to learn about, and experiment with, behaviour which will work better for them, for the people they are managing and for their organisations.

The analysis is carried out in as objective a manner as possible, utilises any available information e.g. job performance reviews, psychometric data, feedback etc., and includes a prescription for action to ensure performance improvement over the short to medium-term. It does not include a complete development plan.

AIM

Objective analysis of management performance and ability.

OBJECTIVES

- To analyse Task strengths and weaknesses in management performance.
- To analyse People strengths and weaknesses in management performance.
- To identify ways, e.g. mentoring, coaching, training, to build strengths and remedy weaknesses.
- To lay the foundation for a development plan which will ensure management potential is fulfilled.
- To ensure that the development process can be managed and measured.

OUTCOMES

- Useful, specific information about an individual manager's overall performance.
- A realistic appraisal of strengths, weaknesses and how they could benefit from development.
- Help in tackling this in immediate, practical ways.
- Identifying where further information and support might be found.
- Understanding the value of analysis, appraisal and feedback as a necessary part of becoming an effective, successful manager.