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# Management POP™

## Identify the *best candidates* for specific management roles and cultures.

Until now, selecting the right people for management roles has been fraught with problems. Making the wrong decision has broad and deep implications for the entire organisation. Whether selecting from external candidates or from internal ones where you even “know” the candidate, there is always the potential for a mistake.

The mistake just doesn’t impact the individual and their career options and potential. It impacts the team that they are given to

lead, and that team may adversely impact other teams that they engage with across the business. It might even extend to externals with whom they engage, who might also feel the effects of that wrong decision.

It is therefore reassuring to know that support for your selection and decision is now easily and readily available. You can now rely on the **Management POP™** as your psychometric assessment tool that fills the essential role of integrating science with the

recruiting, selection, and development of managers from entry level to senior executive positions.

The **Management POP™** assesses self-management potential, motivational structure, organisational fit, people orientation, leadership style, learning needs, communications style, approach to training, emotional intelligence and many other key factors found in managers in the very diverse world of management.



Many leading businesses use Management POP™ as part of their selection, development, and coaching process.

## Management POP™ also provides insights into training, development, and coaching needs.

The **Management POP™** is thoroughly validated and follows ADA and EEOC guidelines. The format is easy to follow and, as with all our assessments, no certification is required to interpret the reports.

### The Management POP™ is used for:

- Selecting candidates who would be suited for a management career.
- Assisting in the development process for those in the role of functional managers.
- Analysing the make-up of various management teams.
- Assessing management potential to develop a succession plan based on a benchmark.

- Qualifying management candidates.
- Coaching and developing existing and future managers.

### The Management POP™ provides valuable insight into:

- Individual needs assessment.
- Making the right selection decisions.
- Matching individual profiles to organisational culture.
- Improving retention and growth.
- Improving bottom line results.
- As well as interview questions specific to each candidate



## Management POP™ report at a glance:

- Graphical snapshots
- Orientation & coaching factors
- Communication style & attitude survey
- Emotional quotient
- Commitment reluctance report
- Summary of scales
- Candidate feedback report

### The Management POP™ report in detail:

For ease of use the **Management POP™** report is divided into six sections PLUS a Candidate Feedback Report:

**Snapshots:** (Provides graphic representations of the key management factors).

- Management Profile
- Management Style
- Sales Management Functions (Sales Management Report only)

**Orientation & Coaching Factors:** discusses key selection, developmental and mentoring issues.

- Self-Management
- Motivational Structure
- Independence Potential

**Communication Style & Attitude Survey:** deals with individual's communication style and key attitudes.

**Emotional Quotient:** assesses the individual's approach to understanding and applying emotional information about self and others.

**Commitment Reluctance Report:** orientation to asking for commitment and holding to the commitments.

- Overall Score
- Attitudes Towards Others
- Implementation of Commitment
- Perceptions of a Career in Management

**Summary of Scales:** this page summarises the **MPP™** scales.

**Candidate Feedback Report:** this brief report can be given to the candidate to provide feedback on the report as well as some valuable counseling on their management style.



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