

EXECUTIVEview360

APPLICATIONS

ExecutiveView360 is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs for senior executives and leaders in all industries. It is aimed at senior managers who would prefer a more detailed analysis and comprehensive development tool. With explicit information and appropriate feedback, senior level executives can increase personal effectiveness and improve team/organizational success.

ExecutiveView360 is ideal for use in executive coaching, senior management/executive development programs, succession/ talent management programs, and to support the developmental section of executive performance evaluation systems.

AT A GLANCE

- 22 Executive Competencies
- 68 Behavioral Questions
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

COMPETENCIES

PERFORMANCE LEADERSHIP

- Visionary Leadership
- Drive for Results
- Technological Leadership
- Financial Leadership
- Cross Functional Versatility
- Depth of Industry Knowledge
- Political Leadership
- Strategic Problem Analysis
- Decision Making

CHANGE LEADERSHIP

- Entrepreneurial Leadership
- Driving Strategic Direction
- Driving Change

INTERPERSONAL LEADERSHIP

- Building Strategic Relationships
- Empowering Others
- Team Building
- Interpersonal Effectiveness
- Oral Communication & Presentation
- Influence/Negotiation
- Talent Development

PERSONAL LEADERSHIP

- Self-Development
- Adaptability/Flexibility
- Engenders Trust

TESTIMONIAL

“Envisia has been extremely helpful in a very complex senior executive committee teambuilding project. They have been instrumental in its success.”

- David Bowman, Chairman, TTG Consultants

FEATURES

MEASURES 22 CRITICAL SENIOR EXECUTIVE COMPETENCIES

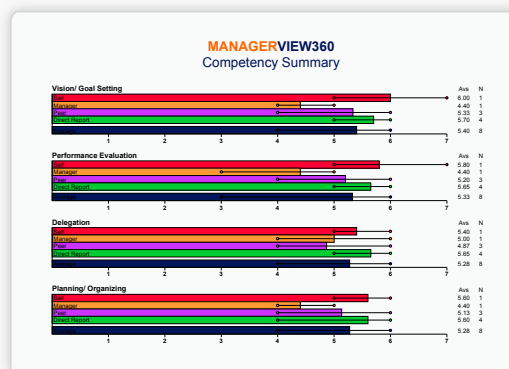
- Derived by job analysis of executive and senior management positions in diverse industries
- Established scale reliability and validity
- Assesses performance leadership, change leadership, interpersonal leadership and personal leadership

ESTABLISHED NORMS

- Standardized normative based in diverse industries
- Ability to utilize local or organizational norms

COMPREHENSIVE FEEDBACK REPORT

- Line, Bar, Spider graph options
- Customizable Rater Labels
- Normative or Average Scores
- Customizable Norms
- Statistical Measure of Rater Agreement
- Most and Least Frequently Observed Behaviors
- Open-Ended Comments
- Team Report
- Time Series Report

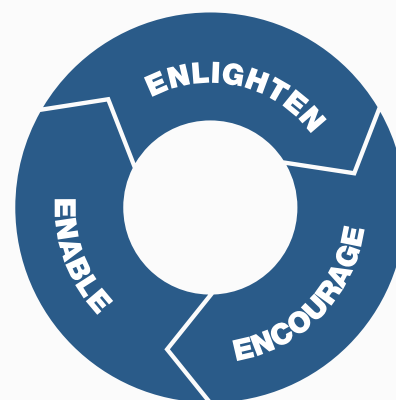


Why You Shouldn't Buy a Stand-Alone 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective required three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

Envisia Learning's much acclaimed Talent Accelerator is an online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency based resource library, and an evaluation of effectiveness called ProgressPulse. It has proven to increase success of a behavior change program by up to 150%.

Talent Accelerator is available with any Envisia Learning assessment – including those that are custom designed just for you. Before you buy any 360-degree assessment, be sure to learn more about how Talent Accelerator translated insight into increased effectiveness and greater ROI for your program. Just visit our website at www.envisialearning.com.



**The Three Necessary
Conditions for Initiating
and Sustaining Successful
Behavioral Change**

ABOUT ENVISIA

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company's 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website at www.envisialearning.com or contact us.