

Measuring 16 competencies critical for success as well as 5 potential career derailers, **Benchmarks[®] for Managers[™]** is a comprehensive 360-degree assessment that provides middle- to upper-level managers a solid evaluation of their leadership competencies. Thanks to the versatile power of **CCL Compass[™]** — a cutting-edge online tool that brings data to life — managers can identify personal areas that need strengthening and then instantly pursue effective strategies based on work experiences as well as confront possible career-stalling problems.

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable, and actionable results.

Results

- Shows how others perceive strengths and development needs
- Helps individuals compare their results to other leaders
- Starts the process of feedback-based individual development
- Continues the development process with CCL Compass by setting goals and creating actionable plans

How to Use Benchmarks for Managers

- For individual assessment, coaching, and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program

What Benchmarks for Managers Measures

Benchmarks for Managers measures the 16 competencies and 5 derailment factors, containing a total of 130 items.

Leading The Organization	Leading Others	Leading Yourself	Problems That Stall a Career
<ul style="list-style-type: none"> • Strategic perspective • Being a quick study • Decisiveness • Change management 	<ul style="list-style-type: none"> • Leading employees • Confronting problem employees • Participative management • Building collaborative relationships • Compassion and sensitivity • Putting people at ease • Respect for differences 	<ul style="list-style-type: none"> • Taking initiative • Composure • Balance between personal and work life • Self-awareness • Career management 	<ul style="list-style-type: none"> • Problems with interpersonal relationships • Difficulty building and leading a team • Difficulty changing or adapting • Failure to meet business objectives • Too narrow a functional orientation

Special Features

- Includes **CCL Compass™**, a digital tool that gathers all assessment data, interprets it, and recommends what to do next
- Based on research of how successful managers develop and why they stall
- Provides normative comparison of results with other successful managers as well as over 70 optional comparisons by sector, function, or country
- Provide information on potential career derailers
- Includes a written comments section
- Group Profiles available

Includes

- All surveys
- Online status for administrators and participants
- Scoring of assessment

Facilitator Certification Required

Because Benchmarks for Managers is a sophisticated assessment tool and effective facilitation is critical to its successful use, CCL requires that it be administered only by certified professionals.

Jim Kimberly of Sapphire Consulting has been certified since 2010 and has helped organizations find the right assessment tool for your leadership development needs.

Effective for the Global Workplace

Benchmarks for Managers is available in the following languages:

- Dutch
- French
- German
- Polish
- Russian
- Simplified Chinese
- Spanish
- Spanish-Latin America
- UK English
- U.S. English

Customized Services

To support and strengthen the impact of your Benchmarks for Managers initiative, we offer a range of services, including:

- Project planning and design
- Orientation briefing
- Competency mapping
- Feedback facilitation workshop
- Development planning workshop
- Group profile analysis
- Evaluation services

Product Support

If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data, or development planning, Sapphire Consulting and CCL have the resources to assure that your assessment initiative will be effective and efficient.

How to Order

To learn more about these products and customized options, call:

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