

## Benchmarks® / Skillscope®

Benchmarks® and Skillscope® are registered trademarks of the Center for Creative Leadership, Greensboro, North Carolina, USA

### Assess Leadership Skills and Enhance Leader Development

#### Today's organisations ...

*need capable leaders to plan and guide the organisation along a path to achieving desired goals.*

#### Today's leaders ...

*need opportunities to assess and reflect upon their effectiveness and plan further professional and personal development in order to be successful in their roles.*

A leadership development initiative that can provide valuable information as a basis for confirming and extending leaders is a multi-rater instrument called **Benchmarks®** (for executives and other managers) and its associated instrument **Skillscope®** (for managers, supervisors and other staff).

These two instruments assist people to acknowledge their strengths, identify areas for improvement and with one-on-one follow up sessions, design an individual plan to further their professional development.

#### Responsive Management Australia

is able to offer your organisation the benefits of these quality, researched, assessment-for-development instruments.

**Benchmarks® and Skillscope®** also provide an opportunity for learning about the events successful leaders are experiencing and what lessons and skills they are gaining as a result, as well as what may cause leaders to "derail".

...developing people potential for success

### More about Benchmarks® and Skillscope®

From the Center for Creative Leadership  
(Greensboro, North Carolina, USA)

#### What is Benchmarks®?

"A comprehensive, 360-degree assessment tool for experienced managers that measures 16 skills and perspectives critical for success. Benchmarks offers an in-depth look at development by assessing skills developed from a multitude of leadership experiences, identifying what lessons may yet to be learned and helping the executive determine what specific work experiences need to be sought out in order to develop critical skills for success.

#### Results

Through the Benchmarks process, participants:

- Learn how others perceive their strengths and development needs.
- Learn how they compare with similar managers in other organizations.
- Focus on skills and perspectives critical to being effective and successful.
- Design a plan that links needs to specific developmental experiences."

#### What is Skillscope®?

"A straightforward, effective and efficient 360-degree feedback tool that assesses 15 key job-related skills essential for managerial success.

#### Results

- Skillscope provides insightful feedback on job-related strengths and weaknesses.
- Feedback is provided in a clear, graphic format, enabling participants to quickly assess strengths and development needs.
- Participants receive a workbook-style Development Planning Guide, which helps them analyze their feedback report, identify developmental needs and set an action plan for long-term development."

#### What's Involved in the Process?

**Phase 1** A group presentation to describe and invite participation in the 360° Feedback process

**Phase 2** A second group presentation to distribute and explain the Benchmarks/ Skillscope materials

**Phase 3** Individuals receive their confidential reports and general information on making sense of, and productive use of, the feedback information.

**Phase 4** Two individual, private and confidential interviews with accredited Benchmarks/ Skillscope facilitators take place with each participant plus a three-month follow-up meeting. The outcome of these interviews is an individual one-page plan for development.

**Phase 5** A follow-up group meeting where participants may choose to share feedback information relevant to teamwork is also recommended.

Notes: 1. The process described above has a definite developmental focus and the feedback report is the confidential property of the recipient.

2. This process can be adapted for individual use also.