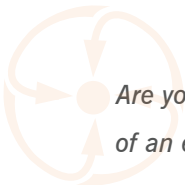


Part of a Complete Suite of Validated  
360° Feedback Products and Software

# EXECUTIVEview360

Designed for the most senior level executives



*Are you coaching executives to become extraordinary leaders? Have you been tasked with preventing the derailment of an executive? **ExecutiveView360** helps you sharpen an executive's focus on success and pinpoint blind spots to prevent failure.*

## » 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 and Presentation
- Influence/Negotiation
- Talent Development

### Personal Leadership

- Self-Development
- Adaptability/Flexibility
- Engenders Trust

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Once your clients' strengths and developmental needs have been identified, boost your executive's plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with ExecutiveView360) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Executives create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

## » FEATURES

### Measures 22 Critical Senior Executive Competencies

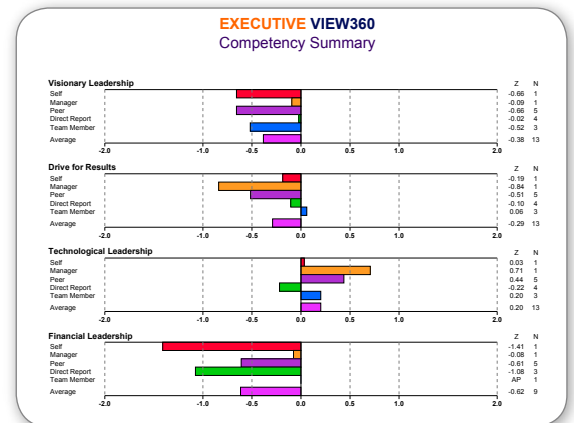
- Derived by job analysis of executive and senior management positions in diverse industries
- Established scale reliability and validity
- Assesses performance leadership, change leadership, interpersonal leadership and personal leadership

### Established Norms

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

### Comprehensive Feedback Report

- Line or Bar graph options
- Customizable rater labels
- Normative or raw score averages
- Customizable norms
- Statistical measure of rater agreement
- Most and least frequently observed behaviors
- Open-ended comments section
- Group Composite Report
- Time Series Report
- Customizable developmental recommendations and resources



"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

### About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.