



## THE PROFICIENT EXECUTIVE™

Prepare executives to be future star performers through a structured process of leadership growth.

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### NUTSHELL

THE PROFICIENT EXECUTIVE is Psychological Associates' specially-designed program for executive growth. Through a structured process, executives develop the critical managerial behaviors they need to perform effectively in 12 core areas, the full array of skills proven to be vital for all successful executives: Analyzes Issues; Knows the Business; Inspires People; Empowers Others; Coaches and Provides Feedback; Possesses Integrity; Gets Results; Shows Vision; Communicates Effectively; Values People; Handles Challenges; and Promotes Teamwork.

Executives are evaluated for proficiency in each of the behaviors and receive candid ratings feedback on each behavior from the people with whom they work. Executives are coached on how to respond constructively to feedback and gain insight from this rich information. This knowledge provides impetus for developing and improving skills, based on an action plan of self-development. This may include a variety of learning experiences tailored to the executive's specific needs. In every instance, participants learn how to communicate more effectively and work collaboratively to achieve business objectives.

### BENEFITS AND OUTCOMES

- Participants receive the *Proficient Executive Report*, a personalized multi-rater feedback summary of how they rate on the 12 critical managerial skills.
- Participants learn to analyze the results objectively and gain insights about the effectiveness of their managerial behavior.
- They choose developmental priorities to strengthen their skills as needed and learn to communicate and collaborate more effectively, using the Dimensional® Model of Behavior™.
- They follow their own action plan to keep the process on track.

### HOW IT WORKS

Executives' leadership skill levels are measured in terms of 12 managerial behaviors. They rate themselves and are rated by those who work around them, including bosses, peers, and direct reports. This information is compiled into a personal *Proficient Executive Report*. With the help of our facilitator, executives learn from this report how to gain insights for using this information to be more successful. That includes putting together a personal action plan of development based on objectives around strengthening the managerial behaviors that will improve performance. They also learn how to execute their plan to stay on track for improving their capabilities.

