

Mapping out management styles

Norman Wilson, practice principal, WLP – specialists in performance improvement in the private and public sectors, gives his opinion on using MAP Assessment.

"I've never come across anything quite like MAP Assessment and I think it is quite unique. It tests what you actually know and understand as a manager together with an appreciation of management styles and your own styles. Working on the styles is very useful in highlighting potential difficulties and effectively improving them. For example, if there is a very dominant X or Y style then it may be difficult for them to delegate. Once this is in the open then it can be addressed with coaching and training.

"MAP Assessment also highlights competencies where the candidate has excellent results. This is really beneficial in two ways; firstly, it can boost an individual or team's morale, and secondly it can show where training effort would be wasted because that particular strength in a competency doesn't need work to improve it.

"From my own point of view I value MAP Assessment because of the insights that it gives to people who want to improve performance. When the feedback from assessments is given to supervisors or managers of candidates it receives responses like "yes that explains that..." It gives them a framework to hang their appraisal, or review comments on.

"The process is time efficient and pinpoints very accurately where a manager or managers can improve. When compared with Job needs it highlights the areas where the effective changes can be made and therefore is very cost effective. It avoids wasting training and development resources"

WLP