



*What to do with all those  
Caliper Reports  
Gathering Dust in your  
Drawer*

**CALIPER**  
*Real People. Real Challenges. Real Solutions.*

## The Presenters

Moderator



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Expert



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## Executive Perspectives



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*Human Resource Manager*  
*KINZE Manufacturing, Inc.*



**Jenne Fromm**  
*Trainer & Coach*  
*JenneInk*



**Tonya Jones**  
*Controller*  
*PointRoll*

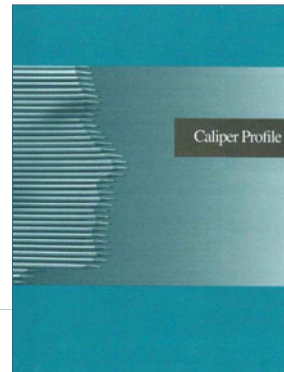
## Discussion Points

- Help an employee who is having performance issues
- Determine whether or not to promote someone
- Give your new employees valuable tools
- Help high-potential employees step into management roles



## The Caliper Profile

- In-depth personality assessment, combined with insights from a consultant.
- Over 3 million assessments taken.
- Can be used for:
  1. Promotions
  2. Team Building
  3. Succession Planning
  4. Employee Development



## Personality Assessments



- Ideal for selection, individual development and performance management.
- Caliper Profile enables the user to analyze all aspects of employee's career.
- Caliper information can be reused for coaching, team building and other development initiatives.

## On-boarding

- Using the Profile after the selection process can help your new employee become successful.
- Addressing strengths and developmental opportunities up front can ensure success.
- New employee and manager can determine ways to work most effectively together.



## Hiring Process



- The hiring process is an investment in time and money.
- Responsibility doesn't end when new employee is found.
- For true success, hiring managers have to work with the new employee to ensure success.
- Open discussions about Profile can enable manager and new employee to work effectively.



**Gaining insights into a manager's or new employee's work style can take months off the "getting-to-know-you" phase.**

## **Avoid Mistakes!**

- Utilizing assessment results after the selection process can help you avoid any mistakes down the road.
- First impressions aren't always the right ones.
- Communication is key.



## Performance Concerns

If an employee is having trouble in their role, reusing their Profile:

1. Can enable a manager to identify the traits associated with a behavior.
2. Can allow the employee and manager to have an open discussion.
3. Can give the new employee and manager an opportunity to analyze ways to compensate for a certain behavior.



**High Urgency**



**Go-getter personality**



**Impatience**

## Ask yourself...

- ...How do you moderate a certain behavior?
- ...What other traits can help compensate for a behavior?
- ...How can the organization support them?
- ...Are there systems in place to help the individual?



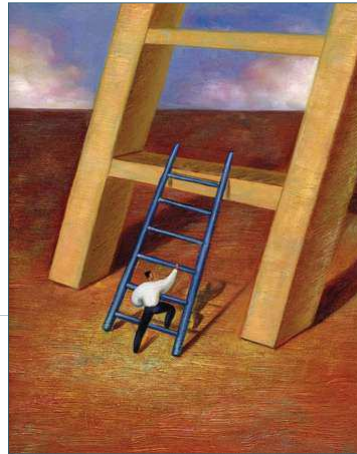
## KINZE Manufacturing



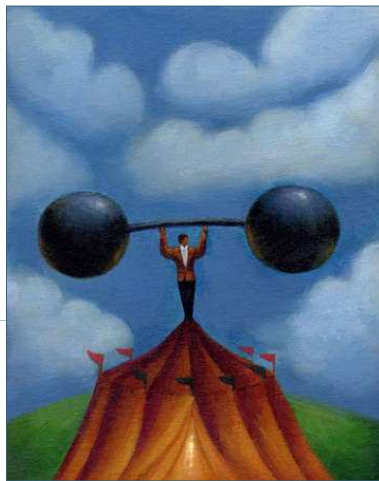
- Manufacturer of row crop planters and auger wagons.
- Experienced rapid growth in past years.
- Reused Profile results of employees to determine whether to make a promotion.

## Beyond Hiring

- Individual Developmental Guides (IDGs) can help your people focus on areas in which they need to improve.
- Using the results can enable management to make better promotional decisions.
- Management can also use results for team building and organizational development.



## Individual Developmental Guide

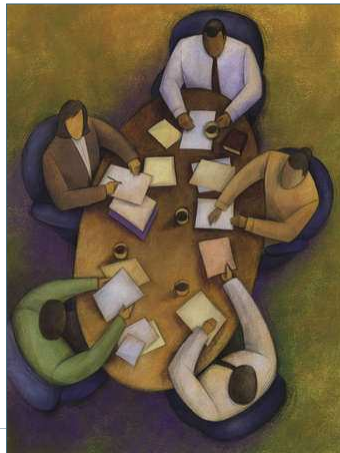


- Individualized report that goes over strengths and areas of development.
- Guide can be used for personal development or as a way to promote an employee.
- Report can tell you who would be a good fit as well as who would *not* be a good fit for a role.



## Team Building

- Increases the effectiveness of a team.
- Helps team understand their differences.
- Realize how each person's unique strengths can benefit the entire team.



**When a team of people understand each other,  
they are able to work more cohesively.**

## An effective team...



- ...can understand each other's strengths.
- ...can effectively handle conflict.
- ...can have open and honest discussions.

## Strengthen Your Company

- Using assessments for organizational development can take your company to the next level.
- Reusing assessment results can enable companies to retain top talent.
- Offering development opportunities to your employees enhances engagement and loyalty.



## Coaching Opportunities



- Coaching people involves keeping them motivated, while addressing limitations.
- Discussions between the manager and employee allows both parties to understand behaviors.
- Employee can reflect on a behavior with a coach and create actions plans for modification.

## Promoting Your People

- Promote people based on their likelihood of success in the future role.
- Strong individual contributors may not necessarily be strong managers.
- Analyze the traits of your top people to see how they fit into potential management roles.





## Leadership Consulting

**Successful past performance may not necessarily move an employee forward in a leadership position.**



## Leadership



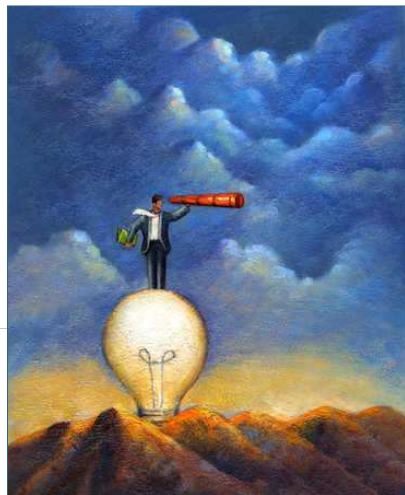
- Many positions look to get the *most* from people, not necessarily the *best* from people.
- When moving into leadership, the first step is learning to let go.
- Trust and vulnerability go hand in hand in leadership roles.

## Executive Leaders

- Receive insights from Profile results around their leadership style.
- Understand how they work together and how they can improve.
- Analyze preferences to enable team members to understand how to work best together.



## Insights



- The Profile can enable coaches and managers to get to know their team faster.
- Teams can become more productive and more open once they are aware of their strengths and limitations.
- Profile results paint a picture of who the individual is and how they prefer to work.



**Change occurs *only* if the individual is open and willing.**



**Recognize the evidence  
of past behavior**



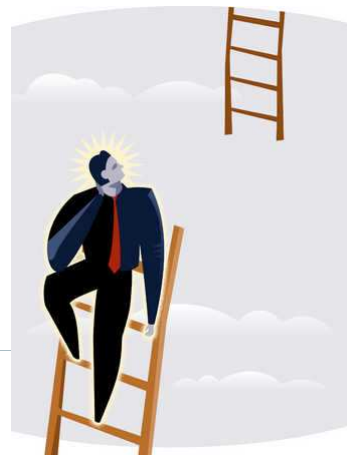
**Ask yourself: How  
should I respond?**



**Understand the reasoning behind certain behaviors**

## The Next Level

- The next level in someone's career doesn't necessarily have to be management.
- The manager and employee should have an open discussion about what plays best to the person's strengths.
- Find out what makes sense:  
Is it management? Or is it something more technical or senior level?





## Rewarding Performance



- Promoting an employee can mean something other than moving them into management.
- Developing senior positions that aren't necessarily management roles could play better to people's strengths.
- Rewarding performance keeps top talent engaged.

## The Qualities of Managers

Effective managers possess:

1. Strong communication skills
2. Resilience to setbacks
3. An action orientation
4. A willingness to take risks
5. An ability to motivate their people
6. Empathy



## First Time Managers Program



- Program that guides first time managers in their new leadership role.
- Program focuses on key behaviors for leadership and how individuals' strengths and limitations need to be developed.
- Effective traits in an individual contributor role differ from those required in a management position.

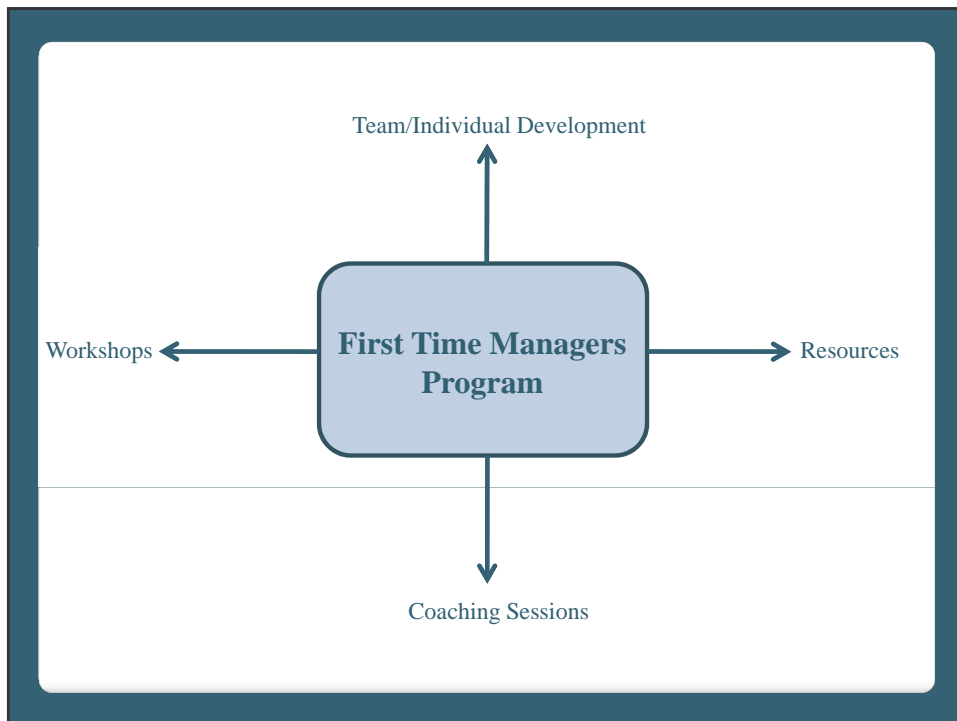
## PointRoll

- Media provider specializing in online advertising.
- Offers First Time Managers program to employees.
- Looking at continuous employee development.





**Offering employee development opportunities, such as a First Time Managers program, can increase employee engagement and motivation.**





**Three Sixties allow managers to receive feedback from their direct reports and peers on their management style.**

**Are you aware of your strengths?**





**Do you know where you  
require coaching?**

**Areas of limitation can affect other behaviors.**





**Strengths can help compensate for weaker areas.**



1. Receiving feedback can confirm what you already knew.
2. Programs can also uncover behaviors that you might not be aware of.
3. The purpose of such feedback is to help the individual improve.
4. Coaching offers step-by-step ways to work toward bettering oneself.

## Analyze Your Team!

- Help people work together more cohesively.
- Understand dynamics of the team.
- Help team members support each other.
- Align goals.



## Be a top performing organization!



**Thank you for  
joining us!**

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or e-mail  
**[info@calipercorp.com](mailto:info@calipercorp.com)**