ABOUT CPS HR CONSULTING

CPS HR Consulting is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country.

Our strategic approach to increasing the effectiveness of human resources results in improved organizational performance for our clients. We have a deep expertise and unmatched perspective in guiding our clients in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development.

ACCELERATED LEADER 360º ASSESSMENT™

DESIGNED ESPECIALLY FOR THE PUBLIC SECTOR
A 360° assessment serves as a snapshot of human potential within an organization. It enhances an individual’s awareness of his/her strengths and areas for improvement in order to guide developmental planning and training initiatives.

CPS HR Consulting researched a variety of competency models within the public sector at the local, state and federal levels and used these to create a thorough bank of competencies and associated key behaviors in order to provide both off-the-shelf and customizable solutions for our clients.

360° ASSESSMENT OFF-THE-SHELF SERVICES

At CPS HR, the Accelerated Leader 360° Assessment™ consists of 54 behaviors/items spanning 13 competencies and five performance factors (Leading Self, Leading People, Leading Performance, Leading Change and Leading Systems). This assessment is designed to identify areas for development to help those in formal leadership roles become better leaders and to identify developmental opportunities for others who would benefit from strengthening their leadership competencies. This standard, off-the-shelf assessment also includes notifications, reports and administrative support. For clients with unique objectives, we also provide custom solutions for survey development, administration, reporting and follow-up.

Every assessment includes comprehensive reporting:

- Overall results for the performance factors, competencies and key behaviors/items
- Information regarding the differences in evaluator groups, as well as differences between self-ratings and the averages of each evaluator group
- The highest- and lowest-rated key behaviors/items, as well as differences between self-ratings and the averages of each evaluator group
- The largest gaps, both positive and negative, between self-ratings and evaluator ratings to identify key behaviors that are observed most differently from how they are perceived by the participant
- A summary report with advice, information and a sample action plan to aid the participant in capitalizing upon his/her strengths and developing those areas that require improvement

360° ASSESSMENT CUSTOM SERVICES

In addition to our off-the-shelf Accelerated Leader 360º Assessment, we provide customized solutions based on an organization’s specific needs.

For example, if an organization has an existing competency model, we can align our survey items with those competencies and create additional items, if needed. Further, if an organization wants to include different/additional competencies and/or items, we can create a 360º assessment to reflect that.

Finally, if an organization wants to use its own 360º assessment, we can set up and administer surveys on its behalf and report the results.

AVAILABLE CUSTOM SOLUTIONS INCLUDE:

- 360º assessments and reports that meet the needs of the organization and the purpose of the assessment
- Debriefings with stakeholders and participants
- Evaluator comments, which can be compiled and reported anonymously
- Coaching sessions that utilize the assessment data and individual development plans

TWO THINGS TO NOTE:

1. The Accelerated Leader 360º Assessment from CPS HR is ideally suited for all levels of leadership development, but it is not intended for use in selection and performance evaluation.

2. All assessments are administered electronically. Subjects and evaluators must have the technological capability (e.g., email access, proper Internet access, etc.) in order to participate. However, special software and downloads are not required.

For more information about the Accelerated Leader 360º Assessment from CPS HR Consulting, please contact us at 916.471.3371.
A 360° assessment serves as a snapshot of human potential within an organization. It enhances an individual's awareness of his/her strengths and areas for improvement in order to guide developmental planning and training initiatives.

Based on specific competencies and key behaviors that span different areas of general leadership, the online assessment allows subjects to receive consolidated and actionable feedback from supervisors, direct reports, peers and other stakeholders such as customers/clients. Each subject also performs a self-assessment to identify gaps between behaviors observed by others and self-perceived behaviors.

The outcome of the assessment defines areas of focus and serves as a baseline for promoting progress through development initiatives.

CPS HR Consulting researched a variety of competency models within the public sector at the local, state and federal levels and used these to create a thorough bank of competencies and associated key behaviors in order to provide both off-the-shelf and customizable solutions for our clients.

### 360° ASSESSMENT OFF-THE-SHELF SERVICES

At CPS HR, the Accelerated Leader 360° Assessment™ consists of 54 behaviors/items spanning 13 competencies and five performance factors (Leading Self, Leading People, Leading Performance, Leading Change and Leading Systems).

This assessment is designed to identify areas for development to help those in formal leadership roles become better leaders and to identify developmental opportunities for others who would benefit from strengthening their leadership competencies. This standard, off-the-shelf assessment also includes notifications, reports and administrative support. For clients with unique objectives, we also provide custom solutions for survey development, administration, reporting and follow-up.

Every assessment includes comprehensive reporting:

- Overall results for the performance factors, competencies and key behaviors/items
- Information regarding the differences in evaluator groups, as well as differences between self-ratings and the averages of each evaluator group
- The highest- and lowest-rated key behaviors/items, as well as differences between self-ratings and the averages of each evaluator group
- The largest gaps, both positive and negative, between self-ratings and evaluator ratings to identify key behaviors that are observed most differently from how they are perceived by the participant
- A summary report with advice, information and a sample action plan to aid the participant in capitalizing upon his/her strengths and developing those areas that require improvement

### 360° ASSESSMENT CUSTOM SERVICES

In addition to our off-the-shelf Accelerated Leader 360° Assessment, we provide customized solutions based on an organization’s specific needs.

For example, if an organization has an existing competency model, we can align our survey items with those competencies and create additional items, if needed. Further, if an organization wants to include different/additional competencies and/or items, we can create a 360° assessment to reflect that.

Finally, if an organization wants to use its own 360° assessment, we can set up and administer surveys on its behalf and report the results.

### AVAILABLE CUSTOM SOLUTIONS INCLUDE:

- 360° assessments and reports that meet the needs of the organization and the purpose of the assessment
- Debriefings with stakeholders and participants
- Evaluator comments, which can be compiled and reported anonymously
- Coaching sessions that utilize the assessment data and individual development plans

### TWO THINGS TO NOTE:

1. The Accelerated Leader 360° Assessment from CPS HR is ideally suited for all levels of leadership development, but it is not intended for use in selection and performance evaluation.

2. All assessments are administered electronically. Subjects and evaluators must have the technological capability (e.g., email access, proper Internet access, etc.) in order to participate. However, special software and downloads are not required.

For more information about the Accelerated Leader 360° Assessment from CPS HR Consulting, please contact us at 916.471.3371.
ABOUT CPS HR CONSULTING

CPS HR Consulting is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country.

Our strategic approach to increasing the effectiveness of human resources results in improved organizational performance for our clients. We have a deep expertise and unmatched perspective in guiding our clients in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development.

ACCELERATED LEADER 360° ASSESSMENT™
DESIGNED ESPECIALLY FOR THE PUBLIC SECTOR