

WINNING
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your competency diagnostic

This report was generated on 24/06/2010
and was carried out by **Ursula Carey**
on behalf of **Mark Bolton**

a bit about you

Name **Mark Bolton**

Your e-mail address **mark@testemail.com**

a bit about your business

Business name **James Bolton & Sons Ltd**

Address **James Bolton & Sons Ltd
Factory Road
Oldgate
Middleton upon Trent
Shropshire
CV21 5TH**

Phone number **01010101010**

Business description **Lockmakers**

Business category **Manufacture of basic metals and fabricated metal products**

* This information will be used in accordance with the Data Protection Act 1998





using this report

colour coding / scoring

Throughout this report we have used a simple set of colour coded graphics to help you see at a glance how you're performing against each of the key areas covered.



The coding is as follows:

-  Red: represents priority learning areas ie. areas with the biggest gap and in need of the most improvement
-  Amber: represents some good practice with the potential for considerable improvement
-  Green: indicates good knowledge with some potential for improvement
-  Platinum: indicates there's still some scope for learning but there is a minimal gap between existing knowledge and target performance level

Take care: it is important to consider the gaps in the context of your business. It is possible that even where the performance gap is small, development may still be a priority where you have to be very strong to maintain or create competitive advantage.

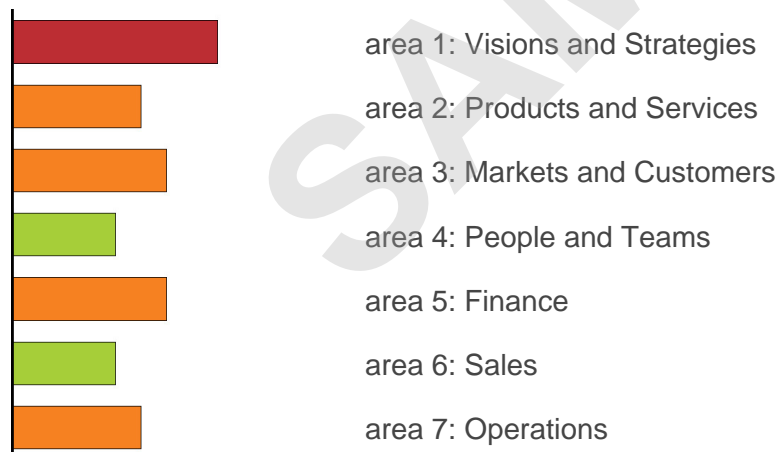
summary

your results

From the answers you've given, the area showing the largest average gap is **Visions and Strategies**. This is where the largest average gap between the scores for 'where you are now' and 'where you want to be' can be found.

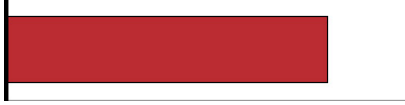
The bar chart below also gives you a summary of your performance across all competency areas. This will help you to decide on the most appropriate additional skill and knowledge development activities at organisational and individual level to be incorporated into the improvement plan, decisions should be based not just on current needs, but just as importantly on where the organisation is going in the future. Consequently investment in these areas can be directed to help the business develop the competencies needed to meet tomorrow's challenges, rather than simply bridge any gap which might exist today.

Winning Moves Advisers are on hand to provide support and guidance. If you would like further assistance, please deciding which programme is right for you, please contact us using the details on the back page of this report.









RESULTS

average gap



visions and strategies

1.1	Develop and communicate a clear and compelling vision for the future	
1.2	Set and communicate corporate, function, team and individual goals	
1.3	Interrogate vision and goals to establish blockers and enablers	
1.4	Creatively develop effective strategies	
1.5	Identify accountabilities, resources and time scales, leading to the production of clear, unambiguous plans	
1.6	Manage and modify plans on an ongoing basis to ensure continued appropriateness	









SAMPLE

RESULTS

average gap



products and services

2.1	Establish, understand and respond to changing customer needs and wants to keep the offer up-to-date	
2.2	Scan and identify market stimulus/trends and translate into meaningful product/service concepts	
2.3	Benchmark overall service levels to identify improvement opportunities	
2.4	Facilitate cross-functional team innovation activities	
2.5	Run focus groups with clients to explore new product requirements and opportunities for innovation	
2.6	Manage new product introduction process through all stages from concept to prototyping and final release	
2.7	Regularly review the product/service portfolio for profitability and return on assets	
2.8	Map product/service provision in terms of added value components to identify areas of improvement	

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For more information contact
the Winning Moves support team at

tel: 01785 827600

email: info@winningmoves.com

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