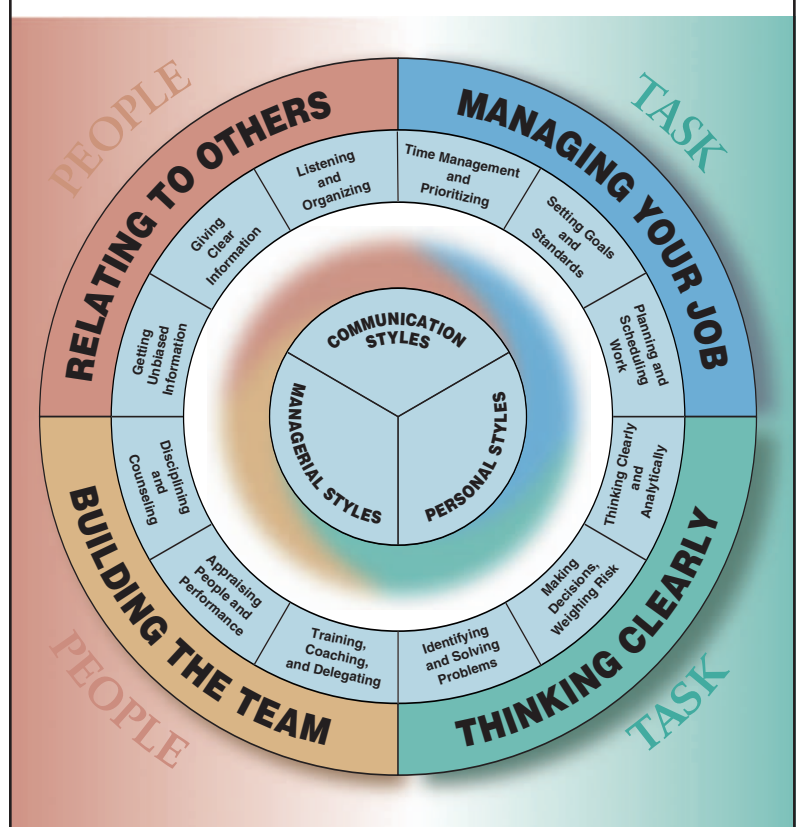


MAP/Excel

A Complete Management Development System

There is no finer assessment of managerial competence available than MAP—The Managerial Assessment of Proficiency. MAP is a video-based, objective assessment of a manager's proficiency in 12 fundamental competencies and 10 styles/values grounded in research; over 100,000 managers have experienced this video-based simulation. Upon completion of the assessment participants receive a proficiency profile of mastery in the 12 fundamental managerial competencies and ratings for 10 communication, personal, and managerial styles/values.

MAP Managerial Assessment of Proficiency®



Competency-Based Assessment and Training

Flexible Delivery

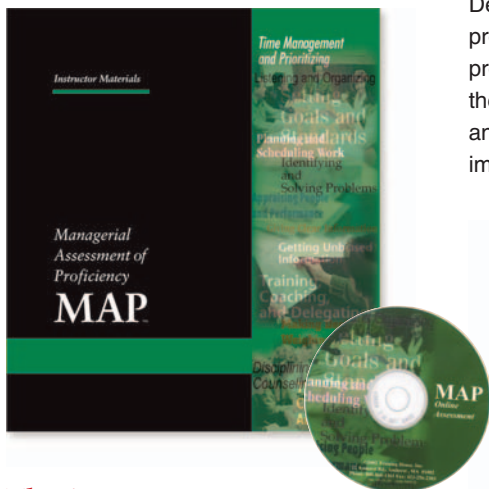
The MAP assessment is available in both a classroom and online format. *Managing to Excel* targeted training modules are available for each competency in customizable, half-day classroom workshops, and in a 30-minute, CD-based self-study option. Organizations have the flexibility and options available to customize training to meet internal needs. With MAP and Excel a complete management development system is available that will improve both individual and organizational performance.

Improve Performance While Saving Training Dollars

MAP is a video-based, objective assessment of managerial competence. Targeted training based on MAP scores is provided by the *Managing to Excel* training modules. Participants are provided prioritized development suggestions and a detailed listing of those learning opportunities with the greatest potential impact on managerial performance. MAP/Excel enables an organization to quickly and accurately identify the key opportunities for training and development, saving time and budgetary dollars.

NEW Features for 2005 Inside

Managerial Assessment of Proficiency MAP®



The Assessment

Objective: “Real World” Assessment.

The MAP assessment video shows a series of episodes of supervisors and their manager interacting during a typical week at work: meetings, problem solving, decision-making, planning, etc. The context is straightforward, and the characters are typically imperfect human beings who do some things well and other things not so well. After each video episode participants are asked a series of questions about what they have observed: What occurred? What would you do? How can the issue be resolved? The questions elicit information on specific competencies from a realistic and believable situation. Based upon the answers, participants receive a profile that shows a percentile ranking of how they fared compared to a database of over 100,000 managers that have gone through MAP.

Interpretation & Action Planning

The valuable information obtained in the assessment is explained thoroughly in the interpretation sessions. Examples are

presented clearly, demonstrating how the actions of the video characters relate to specific competencies and the implications of their behaviors. Participants are able to gain an understanding of the importance of competencies to their jobs, the relationship of their personal styles to competencies, and, most importantly, an explanation of their strengths and weaknesses.

Armed with this powerful information, participants next complete an Individual Development Plan (IDP). Personal Development Options and a step-by-step process to develop an action plan are provided. Participants are able to leave the assessment process feeling motivated and empowered to gain new skills and improve themselves.

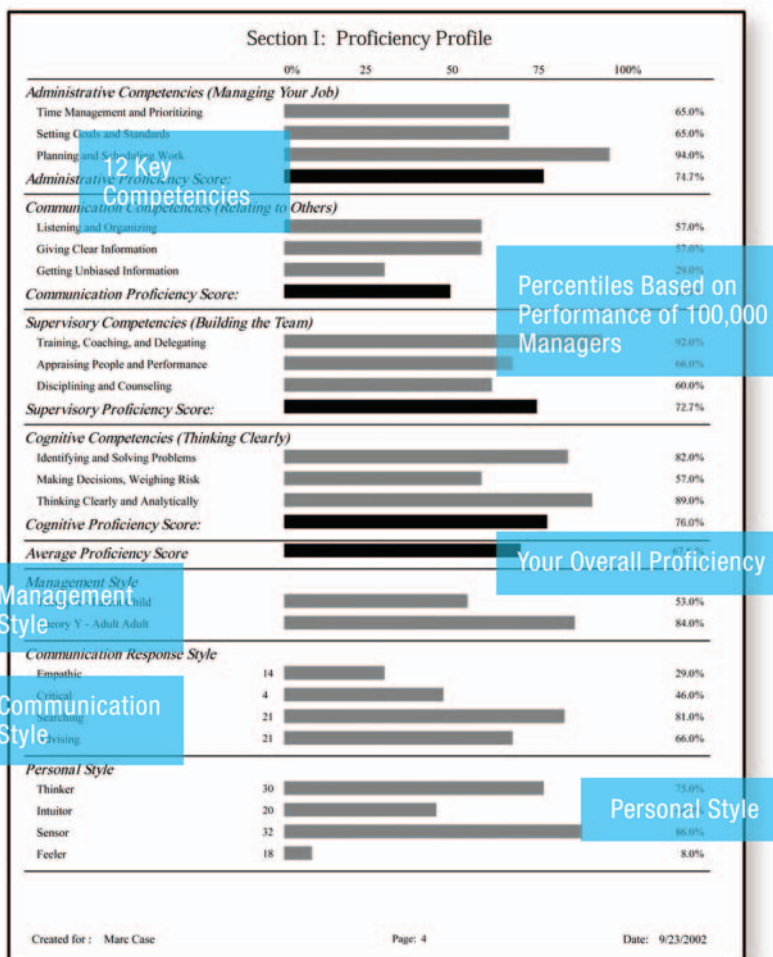
What Clients Are Saying

“We have used MAP to assess over 600 police managers across the country. MAP is an outstanding tool to provide individual feedback, to diagnose where training would be most productive. As a long-time user, we have found MAP to be an essential part of our management programs for law enforcement personnel.”

— Director, Institute for Law Enforcement Administration

“MAP is a valuable tool with broad application and is results-oriented.”

— Staff Director, Human Resources and Office Services Federal Reserve Bank of New York



Sample Individual MAP Profile of Results

Each MAP participant receives two bar graphs: their own (shown) and the composite showing their group's performance. As your data builds, you can generate a Proficiency Profile showing the performance norms for your organization or any part of it: by levels, departments, locations. Industry norms are also available.

Managing to **EXCEL**®

Video-Based Competency Training

New! Customizable—Call for Details

The *Managing to Excel* series provides targeted training with customizable workshops for each of the 12 MAP competencies. Each workshop is designed for a half-day facilitated session, focusing exclusively on the key underlying behaviors of a given competency. Video episodes from the MAP assessment are incorporated into the training, providing real world examples for discussion.

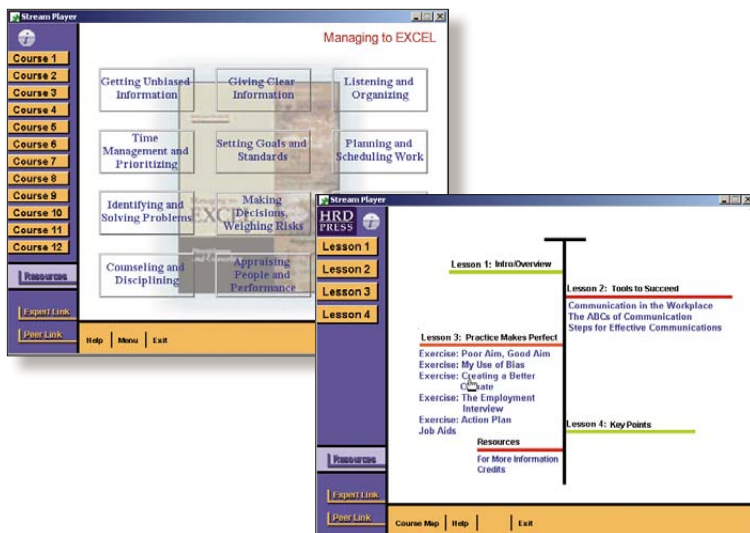
Each module comes complete with instructor guide, video, PowerPoint® presentation, and participant materials. Modules are licensable by your organization for customization and adaptation to meet internal needs. Each workshop participant creates an individual action plan for competency improvement during the session.

New Self-Study CD Available for Blended Learning

Interactive CD-based training is available for each of the 12 competencies.

The CD modules are designed to be completed in 30 minutes and focus on the same underlying competencies as the classroom-based workshops.

Each module contains a site map for easy navigation, a post-training test, and a downloadable job aid of the “top ten things to remember.” The CD modules can also be used as a performance support tool, the perfect complement to the classroom-based workshops.



Managing to Excel:

- Teaches behavioral skills and techniques to improve a competency
- Establishes a climate of participation and improved teamwork
- Provides a solid basis for mentoring and coaching relationships
- Encourages new managers to work to their full potential
- Helps managers to respond to the need for increased productivity
- Demonstrates the power of training to yield bottom-line results
- Revitalizes the organization with a new commitment to excellence

What Clients Are Saying...

“MAP/Excel provides a highly systematic yet flexible means of improving management performance at all levels of management. I would recommend MAP/Excel to any organization interested in identifying and improving weak management competencies, or identifying and maximizing strong management competencies.”

— Training Manager
Formosa Plastics Corporation

“I’ve been in organizational development and manufacturing for many years. In all my years of experience, I’ve rarely seen the impact made by MAP and Excel in the day-to-day performance of employees. We had a 43% improvement in the 12 competencies measured by MAP due to the Excel classes and one-on-one coaching. I can’t think of a better training dollar I’ve ever invested.”

— Director of Manufacturing
Poore Brothers

**Call or email for your free demo CD or for more details:
1-800-860-1361 or info@traininghouse.com.**

What Our Clients Are Saying...

"It's a must for those new to management or those preparing to enter the field. MAP's overwhelming acceptance has made it the foundation of our management development."

— Corporate Director, Leadership Development
McLaren Health Care Corporation

"We have been using MAP since October 1996 to provide our team of managers, supervisors, and system educators with a springboard to succeed in their roles. Everyone who has completed the process are actively working to grow as management personnel. It has been a positive mediator of growth in the organization."

— Program Manager—Education
Promina-Southern Regional Health System

"MAP gave clear, immediate feedback and a benchmark for each participant. With their Individual Development Plans, participants know not only where they stand, but where they need to move to. From a training standpoint, the ease of implementation was a great benefit."

— Director of Executive and Management Development
Dunkin' Donuts

"The MAP/Excel Program has given us a strong, research-based foundation upon which to build our Leadership Development Program. We have seen improvement in those who have worked through the MAP/Excel Program."

— Manager of Leadership Development
KidsPeace National Centers

"We looked at other programs and decided MAP/Excel was what we were looking for because it was well grounded in research. MAP/Excel provides a way for managers to evaluate where they are, identify where they need to go and a means to get there."

— Training Director
Bermuda Hospitals Board

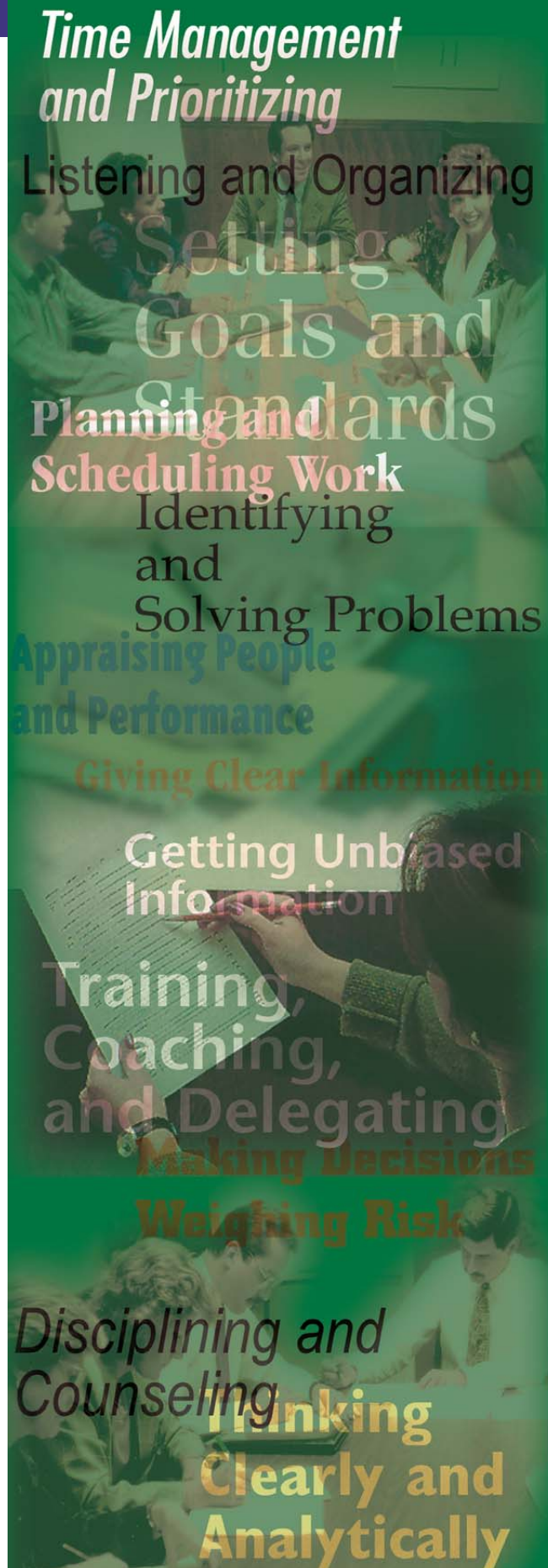
"Like many organizations we needed a new starting point, a freshly loaded toolbox, to help those vested in development to get the organization thinking and talking about the basics again. MAP provided our organization with the starting point."

— Training Coordinator
Cuyahoga Community College

**Call or email for your free demo CD
or for more details: 1-800-860-1361
or info@traininghouse.com.**

traininghouse

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**Time Management
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Solving Problems**

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and Performance**

Giving Clear Information

**Getting Unbiased
Information**

**Training,
Coaching,
and Delegating**

Making Decisions

Weighing Risk

**Disciplining and
Counseling**

**Thinking
Clearly and
Analytically**