Introducing

PM 360°

Identify Your Team's Project Management Knowledge and Competencies

Every organization is interested in maximizing its employees' performance. A more efficient, effective project management staff is a key element to meeting your organizational goals. But, how do you achieve this?

The answer is quite simple: In order to get the most out of your employees, you must first *know* your employees.

> With **PM360: A PM Competency Assessment**™, you're able to look at your employees' abilities from every angle and—
>
> - **Gather essential information about their strengths and weaknesses**
> - **Identify and develop your best performers**
> - **More effectively assign projects throughout your staff**
> - **Identify the training your staff needs to improve their capabilities**
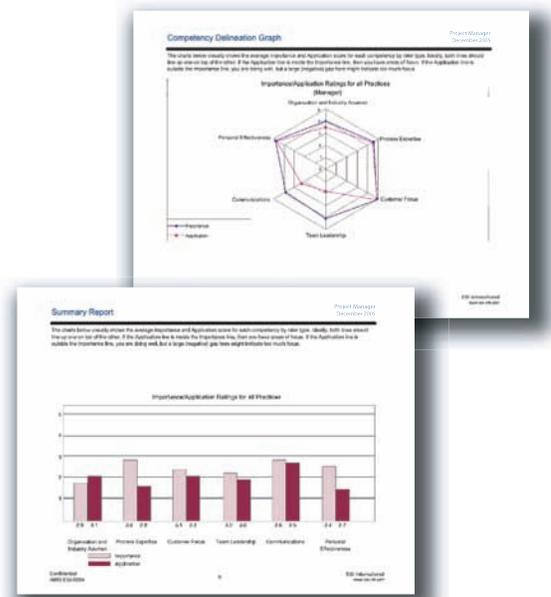
Ultimately, this will lead to increased project success and performance improvement throughout your organization.

Measure Competencies Across Six Key Areas

PM360™ is an online assessment tool that allows your project management employees to be rated by their direct managers, current and former project sponsors, and project team members. The assessment culminates in a detailed and comprehensive report that will help you determine your employees' competency levels.

> PM360™ focuses on six key competency areas:
>
> - **Organization and Industry Acumen**
> - **Process Expertise**
> - **Customer Focus**
> - **Team Leadership**
> - **Communication**
> - **Personal Effectiveness**

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How it Works

The confidential survey is made up of 40 targeted questions that measure the individual employee's ability to perform certain practices and the importance of those practices as they apply to your organization. To give you a complete, *360-degree* analysis, this survey can gather feedback from up to nine people at one time about one individual employee.

PM360™ is based on a profile of the ideal project manager—a profile that ESI has developed over the last 25 years. When the survey is complete, ESI will help you review the results in comparison to this ideal benchmark, identify strengths and weaknesses and recommend a strategy for performance improvement. You'll gain the insight you need to ensure that your team members have the knowledge and skills necessary to help meet your organizational goals.

PM360™ will take your employees about 45 minutes to an hour to complete, and results will be ready within two weeks.

Improve Your Internal Project Management Practices

PM360™ allows you to collect information about individual performance, group performance and trends within your organization. And, when your employees take PM360™ a second time, the report will include scores from the first assessment—providing a history and showing where improvement has occurred. With this essential knowledge in hand, you can leverage existing strengths by identifying your highest performers and assigning the right project managers to the right projects, every time.

With your best team members at work on your most mission-critical projects, you'll dramatically increase your chances of success and be able to promote and retain your key employees.

Learn how PM360™ can help you look at your employees' competencies from every angle and maximize performance today. For more information, visit www.esi-intl.com/PM360 or call (877) PM-NEEDS.

PM360°

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