



## THE MANAGEMENT AUDIT PROCESS

### 1. AGREEING THE PARAMETERS

In consultation with the client, a format is designed which will meet the specific objectives of the business, and this will cover who should be included in the audit, and the information which will help the business understand the management resource, and manage any potential risk to the business.

### 2. MANAGEMENT ASSESSMENT

Using our expertise as business psychologists, and our understanding of the qualities needed to make an impact at top management level, we will interview and psychometrically profile designated members of the management team. Our assessment process will explore issues in relation to judgement and problem-solving, team leadership, impact and influence, delivery and execution, and capacity to provide strategic leadership.

### 3. Internal Management Audits

For certain assignments, which involve an internal management audit, we might also include 360 feedback to collate the perceptions of colleagues on some of the key issues which we believe will impact on the success of the organisation.

### 4. REPORTING THE CONCLUSIONS

We will produce individual management assessment capability profiles, consolidating the information gained from the various sources of information. Our profiles will include summaries of the 'pros' and 'cons' in relation to the organisation and its needs. Where requested, we will provide strategic recommendations on the deployment of the talent and experience available, and we will also provide 'signposts' on how each individual can optimise their contribution to the business and stretch their performance.