

Build Stronger Leaders

with

SkillBuilder™

the next step to management success



Profiles International
imagine great people™

The Profiles SkillBuilder™ series is designed to put more power into your management development program.

After your managers have identified their strengths and areas of development using the CheckPoint360™ Competency Feedback System — what happens next?



- The Profiles SkillBuilder series is a self-paced, self-study, on-the-job professional development system requiring minimal HR effort.
- It contains thoroughly researched material that helps managers improve performance in the competencies they choose.
- It is **not** a traditional e-learning package, but a proven, thoroughly researched tool that leads the participant toward lasting change.
 - ◆ Traditional e-learning is a process of knowledge acquired, but seldom applied
 - ◆ SkillBuilder is a process of lasting behavioral change regularly applied on-the-job
- This system encourages managers to perform their jobs better.
- This program pays big dividends in the form of improved productivity, fewer “people problems,” increased employee retention and greater profits.

This is a manager’s method for improving skills and leading more effectively. The internet-based SkillBuilder series can be used anywhere and at any time. It is convenient, easy-to-use and effective.



SkillBuilder™

Areas for Development

- ✓ Listening to Others
- ✓ Processing Information
- ✓ Communicating Effectively
- ✓ Instilling Trust
- ✓ Building Personal Relationships
- ✓ Delegating Responsibility
- ✓ Adjusting to Circumstances
- ✓ Thinking Creatively
- ✓ Providing Direction
- ✓ Facilitating Team Success
- ✓ Working Efficiently
- ✓ Working Competently
- ✓ Taking Action
- ✓ Achieving Results
- ✓ Cultivating Individual Talents
- ✓ Motivating Successfully
- ✓ Displaying Commitment
- ✓ Seeking Improvement

Participating in the Profiles SkillBuilder series is easy and convenient. It is an Internet-based program requiring less than 10 percent of a participant's time.

Each SkillBuilder is a blueprint identifying the right job activities and job tips on which a leader needs to concentrate, and links a leader to a third party coach, mentor or senior leader to help them develop their skill (coaching guides are available to all coaches coaching a participant).

The SkillBuilder applies the "KSS" system which directs the participant to keep doing the things they do well, stop doing things interfering with their effectiveness and start doing things to improve performance. A "Personal Action Plan" is also provided to identify given competencies and job behaviors needing improvement.

Behavior change is the critical measure of result for each SkillBuilder. This program provides a definitive impact on the leader, their peers, direct reports, the boss, customers and the organization.



Self-paced • Interactive • Online

*SkillBuilder™ gives leaders the tools they need
to maximize their strengths, become better
managers and lead more effectively!*

CheckPoint360™ and SkillBuilder are available from your Profiles representative

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