

MANAGEMENT ANALYSIS

Find out who brings the optimal management style and the ideal strategy into your company.

The management analysis is a new procedure that collects management competencies in different company and decision areas. "Hard" strategies as well as "soft" style components are collected, and the 3 different decision levels „Self management, management capacity and entrepreneurial spirit“ are considered.

The measurement of management competencies serves as a basis for the selection of managers, personnel development measures and leadership programs as well as the identification of young management talents. Because this is a new procedure, various studies are currently in the making.

Management Analysis situation 1

Being a manager of a well-known insurance company with employed salesmen you have bought a smaller local competitor. They were selling their services mainly via external brokers who were not employed. Entering the new market means that you have to decide how to organize your sales force. Where are you setting your priorities?

1. I offer professional sales training through local trainers.
2. I establish a monthly monitoring system to receive an overview of the development of the sales department.
3. I train the new salesmen on the job for some weeks with the help of the best sales representatives of my company.
4. I leave the system but employ new brokers only as employees in order to adapt to our traditional model.
5. I keep the external brokers self-employed, except for those that are not strong enough for sales activities.
6. I offer employment to the external brokers with a smaller fixed salary and a higher success bonus.

Distribute 10 points to those alternatives (3 at the most), which are the most attractive ones to you.

alternative no.	<input type="text" value="please select"/>	score	<input type="text"/>
alternative no.	<input type="text" value="please select"/>	score	<input type="text"/>
alternative no.	<input type="text" value="please select"/>	score	<input type="text"/>

HILL_BEST FIT® progress 0 %

Item example Management Analysis