

# Advanced Management Practices (AMP) /

Advanced Management Practices (AMP) survey provides higher level managers with feedback about their management and strategic leadership skills. The AMP Task Cycle® assesses the vision of the senior level mid-manager, his or her ability to plan for the future, the skills needed to manage, motivate, and lead others, and the drive to achieve operational and strategic goals, as well as his or her impact on the team.

#### APPLICATION

Taking managers a step closer to full strategic responsibility

#### AUDIENCE

Directors and functional managers

#### RESPONDENTS

Self, Manager, Peers, and Direct Reports

#### QUESTIONS

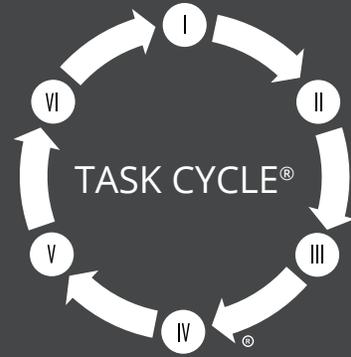
67 questions, 3 open-ended



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AMP survey and Task Cycle are intellectual properties of TBC.

## Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

### AMP Leveraging Sequence

1

#### ENTREPRENEURIAL VISION

Developing a vision and a plan for change, establishing clear goals, taking informed risks, and exhibiting enthusiasm for the business.

2

#### PLANNING FOR THE FUTURE

Understanding market trends, demonstrating sound financial judgment, collaborating with others to plan for the future, being customer oriented, and communicating clearly.

3

#### MAXIMIZING THE TALENT

Promoting cross team collaboration, empowering employees, building a team environment, coaching for performance, and managing conflict

4

#### FEEDBACK

Appreciating others' points of view.

5

#### DRIVING TOWARDS SUCCESS

Setting performance standards, being persuasive, and appropriately utilizing authority to get results.

6

#### RECOGNITION

Recognizing and acknowledging the contributions of others.

#### OUTCOMES

Trust, Tension, and Overall Effectiveness are leveraged through the mastery of Task Cycle phases.