

MANAGEMENT INVENTORY™ 360

What It Is

Are you searching for an easy-to-understand, highly relevant and face-valid 360 feedback instrument that is not based on a complicated framework or psychological theory? How about one that is in clear business language that people can relate to, and features skills and behaviors that apply to the widest set of managerial situations and requirements?

The Cambria Management Inventory™ 360 was designed to fill this gap. It assesses the essential skills and behavioral requirements of first-level and mid-level managers who are responsible for organizational units and teams. It is based on Cambria’s 30+ years of research studying and observing on high-performing managers in a wide variety of organizations, including biotech and pharmaceutical, consumer product and retail, energy, insurance, manufacturing, nonprofit and NGO, professional service, public sector, and technology organizations.

What It Measures

The Cambria Management Inventory measures 18 dimensions of competence that represent the skills and behaviors necessary for highly effective managerial performance.

Delivering Results	Dealing with Change	Leading People & Teams	Influencing Others
<ul style="list-style-type: none"> ▪ Focusing on Results ▪ Managing Performance ▪ Serving Customers ▪ Solving Problems ▪ Striving for Improvement 	<ul style="list-style-type: none"> ▪ Acting Strategically ▪ Fostering Innovation ▪ Making Sound Decisions ▪ Managing Change 	<ul style="list-style-type: none"> ▪ Building Teams ▪ Developing People ▪ Empowering Others ▪ Engaging Others ▪ Leading by Example 	<ul style="list-style-type: none"> ▪ Communicating Effectively ▪ Navigating the Organization ▪ Partnering with Others ▪ Using Influence

How It Works

The Management Inventory 360 is an on-demand web-based assessment. Individuals wanting feedback can sign onto the system and initiate the automatic process anytime, anywhere.

- Upon logging in, a participant’s first step is to read about the process, specify feedback providers (e.g., primary manager, secondary manager, peers, direct reports), and determine the timeline for gathering feedback. The system does the rest.
- Any number of direct reports, peers, and others can provide feedback, and anyone with an e-mail address and Internet access can be a feedback provider.
- Participants can monitor the process, send reminders to feedback providers, and request their feedback report when enough feedback has been collected.
- The report is delivered by email in a PDF within minutes to the participant and/or a designated other person (e.g., a program administrator or coach).



Key Features

The Management Inventory 360 is designed to use the latest web technology, which means that assessment and feedback are accessible to anyone with an Internet connection. Cambria hosts and maintains all information on our secure servers, ensuring confidentiality. An accompanying document that includes statistics such as scale reliabilities and norms is also available.

- **Completion time:** 30 minutes.
- **Comparative rating capability:** When several individuals have requested feedback from the same people, feedback providers can rate the all at the same time, making the feedback more accurate and more efficient.
- **Statistical properties:** Scale reliabilities range from .80 to .90, on a given competency dimension.
- **Norms:** Based on feedback on first-level and mid-level managers provided by primary and secondary managers, peers, direct reports and other stakeholders.
- **Languages:** In addition to English, versions can be made available in any European language well as character-based languages such as Japanese and Mandarin.
- **Data security:** Cambria hosts and maintains all data on our secure servers, ensuring confidentiality and removing the burden from your IT department.

Cost and Administration

The cost for the Management Inventory 360 is **\$250 per participant**. This includes a report sent directly to the participant or to a designated third party on request (e.g., an HR manager or coach). Organizations and individuals can purchase a requested number of licenses that can be used at any time as needed to enroll participants, and volume discounts are available.

Registration involves entering the names and email addresses of participants. Invitation emails will then be sent with login instructions. Reports are available immediately following completion of the assessment. Alternatively, the process can be centrally managed when the assessment is used as part of a management development program.

Contact Us

For more information about the Management Inventory™ 360 or any of our other assessment offerings, email us at info@cambriaconsulting.com or call us at 617.523.7500.

