



GibsonFisher

CheckPoint SkillBuilder Series™



After managers have used the **CheckPoint 360° Competency Feedback System** to identify their strengths and areas for development, they can use the

CheckPoint SkillBuilder Series to develop the competencies that are most important to their professional growth and success. The CheckPoint SkillBuilder Series is conveniently located on the Internet, making it easy to implement and execute.

Results Matter

SkillBuilder encourages managers to perform their jobs better. It gives emphasis to the importance of managers to the organization and its goals and pays big dividends in the form of improved productivity, fewer "people problems," increased employee retention, and greater profits.

SkillBuilder is an ideal method for managers to improve their leadership and management skills. It can be used anywhere and at any time because it is on the Internet.

Managers participating in the **CheckPoint Skill Builder Series** find it easy and convenient. After responding to questions and doing online exercises, they click a button on the screen to print a customized **Self-Improvement Report** that is a plan of action for professional development.

Using **SkillBuilder** pays big dividends because productivity, cooperation, communication, employee retention and profits increase while "people problems" are reduced. **The CheckPoint Skill Builder Series** is the easy, effective system for better management. It gives managers the tools they need to maximize their strengths, become better managers, and lead more effectively!



GibsonFisher is a Strategic Business Partner with Profiles International, Inc.

GibsonFisher provides advisory or consulting services that are focused specifically on goal attainment or problem resolution for our clients. Unlike many management consultants, **GibsonFisher** does not sell prepackaged generic programs. Each project is custom designed to address the unique management issues of the specific client.

The services provided by **GibsonFisher** include consultation, assessment and evaluation, strategic and business planning, organizational and management development, project management and implementation, and resource materials in process modeling, cost allocation, labor standard development, team facilitation, and consensus building. To learn more about **GibsonFisher** and the services we provide go to: www.gibsonfisher.com

You can also email **GibsonFisher** at: info@gibsonfisher.com



**Edward K. Kotalo, CPC
President**

Mr. Kotalo has over seventeen years experience in organizational consulting and executive search. He is skilled in the management of engagements, focused on the provider side of healthcare having represented corporate healthcare service companies, physician group practices, hospitals, and integrated delivery systems. Prior to joining the firm in 1997, he was a Hospital & Health System Practice Director for a national executive search firm.

Additionally, Mr. Kotalo is skilled in training today's executive on how to become tomorrow's healthcare entrepreneur. He is experienced in conducting entrepreneurial-based feasibility and business plans that avoid problems common with new venture start-ups.

Mr. Kotalo has co-developed a regional multi-tract conference focused on "Total Quality Management," written articles for healthcare publications, conducted various career seminars, and was a guest speaker at The Healthcare Information Management Systems Society of the AHA's National Conference (1998 Orlando, FL; 1991 San Francisco, CA; 1989 Anaheim, CA). A Certified Personnel Consultant by the National Association of Personnel Consultants, Washington DC, Mr. Kotalo holds a Bachelor of Arts degree from Capital University. Previously, he was a National Account Executive with Motorola Communications, Inc.

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Discover the Difference



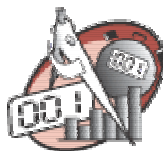
The **CheckPoint SkillBuilder Series™** consists of 18 self-paced, self-improvement programs designed to help managers improve their performance. The SkillBuilder Series is a companion to the CheckPoint 360° Competency Feedback System, offering managers the opportunity to develop the competencies that are most important to their professional growth and success. Available exclusively on the Internet.

The **CheckPoint SkillBuilder Series** is an organized, self-paced, self-study professional development system that requires minimal HR effort. It contains thoroughly researched material that helps managers improve performance in all of the following competencies:

GibsonFisher's Other Assessment Tools:



The **Profile XT™** is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning. It is a powerful and dynamic management tool that employs 21st Century technology to put the right people in the right jobs. It is administered on the Internet and reports are immediately



Profiles Performance Indicator™ measures five key personality factors and their impact on seven critically important aspects of success in business. The report helps you understand how an individual is effectively understood, motivated, and managed. It is economical and is quick to take, making it the ideal choice for your business.



Profiles Team Analysis™ makes team building both challenging and rewarding. Effective teams achieve results far beyond what individuals could accomplish on their own. But team building is far more than putting a group of people together and hoping for the best. This system reports the attributes of each team member, shows the team's strengths and alerts the team leader to potential problems.



A powerful professional development tool, that positively impacts an individual's growth and career, and an organization's success. For managers, supervisors, and others in leadership positions, it can facilitate peak performance that generates improved productivity. **CheckPoint 360°** quantifies a participant's competencies, verifies the results from a variety of perspectives, and identifies ways to enhance skills.



Employee Background Check™ is an information service that verifies job applicants' resume data, checks driving records, and examines criminal history to reduce the risk of negligent hiring liability.

- **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**

SkillBuilder applies Profiles' unique KSS system to help managers **KEEP DOING** the things they do well, **STOP DOING** those things that interfere with their effectiveness, and **START DOING** things that will improve their performance.

You can contact **GibsonFisher** toll-free at: 1-800-752-0283

