

## 360° Online Questionnaires

Protostar offer a wide range of online tools designed to identify whether managers display the competencies required to be effective and have the potential for future growth. The individual manager assesses themselves against the competency list and this rating is compared to those provided by their boss, their team and their colleagues.

A comprehensive report is produced and discussed with a Protostar consultant who will help to construct a development plan and advise on solutions.

### Green Shoots 360° As Seen In National Media

Protostar consultants have worked with colleagues around the world, along with comprehensive academic research, to develop a competency set required by managers to get through the recession and make the most of the up turn.

With over 100 behaviours, this online tool is believed to be the first in the world specifically designed to assess whether managers are ready for the up turn and the new way of working, in what will be a very different business world. Covers a wide range of management competencies plus emotional intelligence skills and ethical competencies.

### Emotional Intelligence (EQ) 360° As Seen In National Media

Emotional Intelligence (EI), often measured as an Emotional Intelligence Quotient (EQ), is a term that describes the ability, capacity or skill, to identify, assess, and manage the emotions of one's self, of others and of groups.

This Emotional Intelligence 360° Questionnaire is designed to give an accurate reading of just how emotionally intelligent you are (your "EQ".)

There are 31 questions broken down into 4 areas, to ensure an all round assessment and sufficient detail for an individual to be able to produce a self development plan. Probably the most comprehensive emotional intelligence assessment tool on the market, the detailed questionnaire is completed online by the individual, their boss, team and/or colleagues.

### Senior Manager 360°

Completed online by the manager, their boss, direct reports and colleagues, a comprehensive report is produced along with a detailed development plan. Covers areas such as leadership, communication, change, innovating & adaptability, strategic planning, thinking and decision making, planning and prioritising, managing and building teams, people management, personal effectiveness, industry knowledge and business ethics.



Protostar offer a market leading range of online 360° tools and psychometrics.



### Board Level 360°

Specifically designed to assess the competencies required to be an effective board member. Completed by the individual, the Chairman/CEO, plus other board members and non exec directors. Completed online and resulting in a detailed report, the feedback would be provided by an experienced consultant, familiar with boardroom skills. Recently updated, this tool has a major emphasis on risk management, ethics and financial transparency.

Covers areas such as, objective setting, corporate governance, strategic planning, board room meetings, leadership, communication, analysis, inter-personal skills, personal effectiveness, industry knowledge and business ethics.

### Supervisory 360°

Completed online by the supervisor, their boss, direct reports and colleagues, a comprehensive report is produced along with a detailed development plan. Covers areas such as delivering a continually improving service, communication, thinking & decision making, managing & building teams, people management, supporting teams, putting customer first, personal effectiveness, planning & prioritising.

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## Personality Profiles

Protostar Leadership Development use online psychometric tools where appropriate to support coaching, leadership development and recruitment.

As an SHL partner we can provide a wide range of SHL tools such as:

- Occupational Personality Questionnaire (OPQ)
- Motivation Questionnaire (MQ)
- Aptitude Testing

In addition to our comprehensive range of 360° online tools, Protostar Consultants can provide:

- Myers-Briggs (MBTI)
- Belbin Team Assessment
- DISC
- Hogan HPI, HDS and MVPI profiles.

Very few UK consultancies offer such a wide range of psychometrics.

To discuss how your organisation can benefit from 360° and psychometric tools call Michael on +44 (0)191 385 5455 or email [info@protostar-uk.com](mailto:info@protostar-uk.com)



shl | partner

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### Leadership Healthcheck

This type of work is often commissioned when there is a perceived problem, however Protostar would advocate that checking the effectiveness of your Leadership Team should be a routine task. The process includes; staff questionnaires, focus groups, 360° questionnaires with individual and team feedback; leadership team interviews, analysis of existing data, all leading to a report and recommendations.

### Right Environment Healthcheck

Is the working environment and culture of your organisation conducive to providing a satisfying and inclusive experience for employees? Protostar will provide a comprehensive report and recommendations based upon; focus groups and analysis of existing data, plus a staff survey looking at communication, ethics, tolerance of others, supervisory style, career progression and stress.

### Competency Framework Design

Having a competency framework that reflects the actual skills and behaviours required to succeed in your organisation, is the cornerstone of effective recruitment, development, job evaluation, succession planning and remuneration.

Protostar can develop a bespoke framework interlinked with your vision and values. Alternatively, we can customise an existing competency model such as the SHL Universal Model or Protostar's own market leading competency frameworks for all managerial levels.

Once the framework is agreed, Protostar can create competency requirements for each leadership role; interview questions for each competency; assess existing leaders against the model and construct development plans for each leader.



### Organisation Design and Restructuring

In many instances it is not the capability of leaders that impacts the business but the design of that very organisation. Typical issues being; too wide span of control; too many reporting relationships; remote management of geographically spread staff; role confusion; complex grading structures; disparate responsibilities with no focus. Currently, the most common issue is the need to be leaner and lower cost.



**Protostar consultants  
have an average  
of 25 years senior  
management  
experience**



After a thorough analysis and acceptance of our proposed design, Protostar can guide and support you through the change of structure, from communication of the change through to outplacement support if required.

### Leadership Team Bonding

Protostar would first challenge you as to why you feel your leadership team needs to bond, as it maybe that other interventions are required. Once agreed that an event would add value, Protostar will create and deliver a fun and rewarding event, in a inclusive environment with minimal physical exertion.

For dysfunctional or new teams who need to bond quickly, Protostar can design and deliver carefully controlled events that combine bonding activities, with sharing of strengths, weaknesses, motivations and psychological profiles with the broader team, allowing them to truly get to know each other. For dysfunctional teams this can bring underlying tensions to the surface.

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## HR Support

For organisations with no HR leader or where the situation is new or too large for an HR manager, Protostar consultants can advise or intervene as required. Systems and policy reviews, redundancy programmes, union negotiations, payroll, employee relocation, visa applications, compensation and benefits reviews, are just a few of the areas covered.

## Talent Review

In order to plan for the future, organisations should regularly undertake a talent review and construct succession plans. Protostar can assist organisations to identify those with potential, through the use of assessment centres, psychometrics and a review of existing performance data, all matched against a competency framework.

Our consultants objective and impartial conclusions help organisations to see their true high potential employees and ensure that they have an appropriate development plan in place.

To discuss how your organisation could benefit from Protostar's consultancy services  
call Michael on +44 (0)191 385 5455  
or email [info@protostar-uk.com](mailto:info@protostar-uk.com)



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# Who are Protostar?

## About Protostar

Protostar Leadership Development Ltd was formed in 2006 by a group of former HR Directors and European HR Managers. Unhappy with expensive, one service fits all consultants used in their former roles, the Protostar founders were adamant that services would be tailored to customer needs; be far more cost effective than other providers and offer a “no surprises” pricing policy.

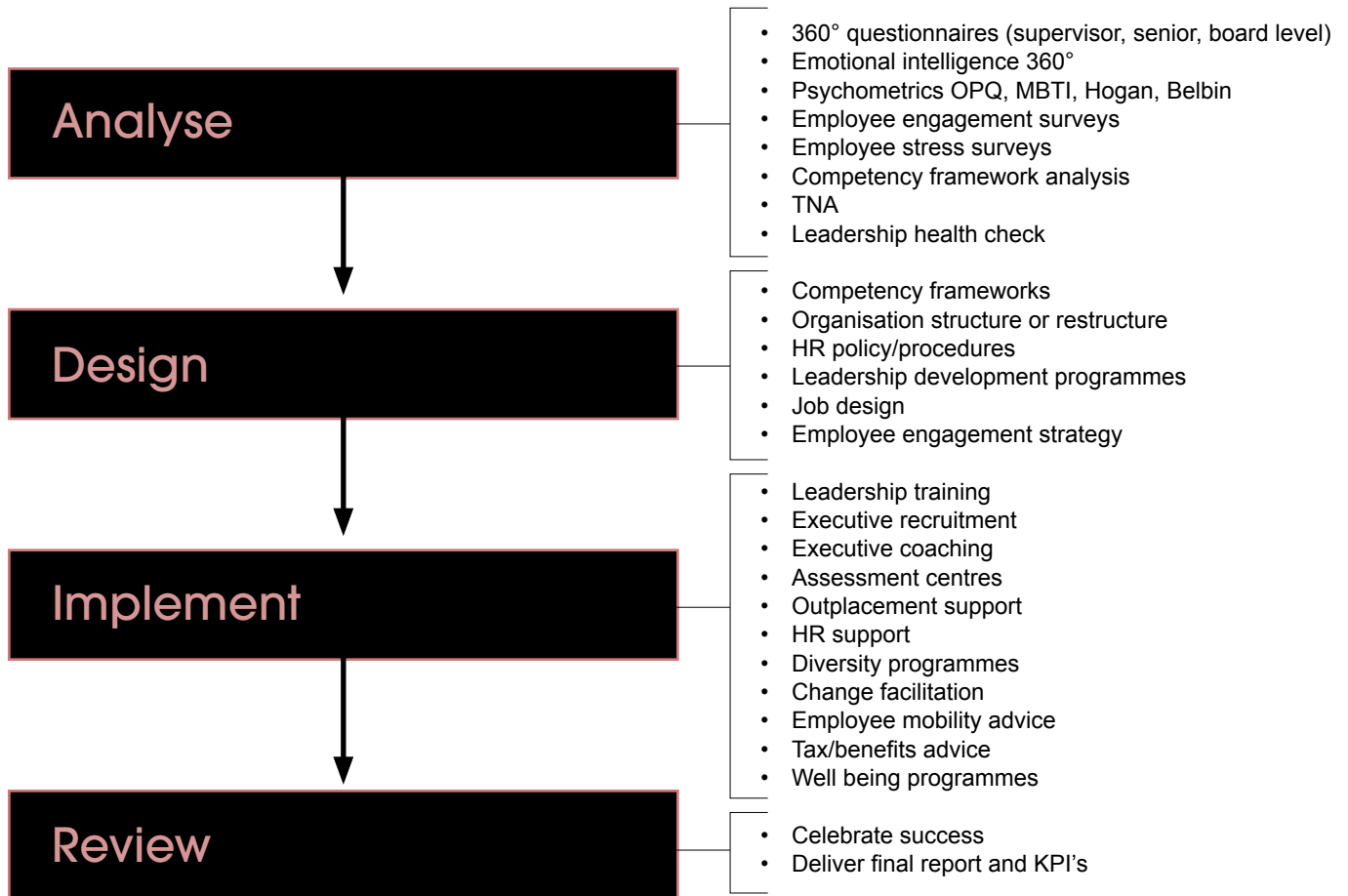
Passionate about values, diversity and integrity, Protostar aims to differentiate itself and be the trusted provider of choice for a wide range of leadership development and support services.

With clients from the pharmaceutical industry, distribution, petrochemicals, B2B sales and manufacturing, Protostar works across sectors and internationally with consultants in the UK, USA and Mexico. Protostar consultants and coaches have on average 25 years senior management experience to draw upon.



Passionate about values, diversity and integrity

## What Protostar offers



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## Case Studies

### Global Pharmaceutical Company

Having identified that there were management weaknesses, Protostar consultants analysed existing competency frameworks and carried out a series of interviews to identify competencies critical to success in the future. This model was used to design a development centre for all first line managers; a coaching programme for middle managers plus a comprehensive training programme to support the performance management process.

Protostar also designed and facilitated a two day off site business strategy development event.



### Biofuels Refinery.

Having provided a consultant to act as HR director, Protostar were asked to provide outplacement support for all employees (operative to MD) when the decision was made to close two UK refineries.

### National H&S Equipment Supplier.

Protostar designed a leadership competency framework and integrated this into the recruitment, performance management and talent review process. This was followed by a UK wide roll out of training in development planning and the critical leadership competencies.

Protostar also facilitated a major re-organisation of the company's branch network, designed and led the assessment centre process for all management roles.



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# Training and Coaching

## Training

Following a detailed training needs analysis, Protostar can design and deliver a broad range of leadership skills training. With over 20 years of experience training leaders across UK, USA, Europe, Middle East and Africa, Protostar consultants provide excellent training across a wide competency range.

## Leadership Training

Tailored for your organisation, Protostar delivers training on the five core skills for effective leaders:

- Effective people skills
- Leading change
- Managing performance
- Providing and receiving feedback
- Effective communication

Bespoke training on a wide range of management competencies can be designed and delivered as required.

Accreditation can be built into any programme, allowing delegates to receive a certificate and credits, recognised by employers and universities.

## Diversity Training

Protostar specialises in highly interactive training workshops covering; the business case for diversity, diversity awareness and leading global teams.



## Coaching

After an initial analysis and a “get to know us meeting”, Protostar will assign the most appropriate coach and seek agreement from the client. To support key leaders, executive coaching will typically last around 18 months.

All Protostar coaches are qualified to diploma level and have extensive experience.



Protostar consultants have provided leadership training and coaching across Europe, USA and Africa



## Executive Coaching

Executive coaching is particularly effective when a leader is:

- Isolated due to being at the top of the “tree”.
- At a major decision point in their career.
- Soon to take on a strategic role.
- Possessing but not displaying potential.
- A minority employee.
- A female leader in male dominated environments.
- An International leader in an unfamiliar country.



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## Targeted Coaching

Targeted coaching is essentially one to one development support, provided when a generic training course would not be suitable or when the development need is specific to the behaviours or personality of an employee. Such coaching would be bespoke and come after a thorough training needs analysis.

## Outplacement & Career Coaching

For individual managers and senior employees, Protostar can provide career coaching, emotional support, job seeking skills, CV construction and interview preparation.

Protostar Consultants are Associate Members of the Association for Coaching, NLP practitioners or masters, plus accredited by the British Psychological Society to use a wide range of psychometric tools to assist the coaching process.

To discuss your organisation's leadership training or coaching needs call Michael on +44 (0)191 385 5455 or email [info@protostar-uk.com](mailto:info@protostar-uk.com)



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