

# Manager Effectiveness Indicator

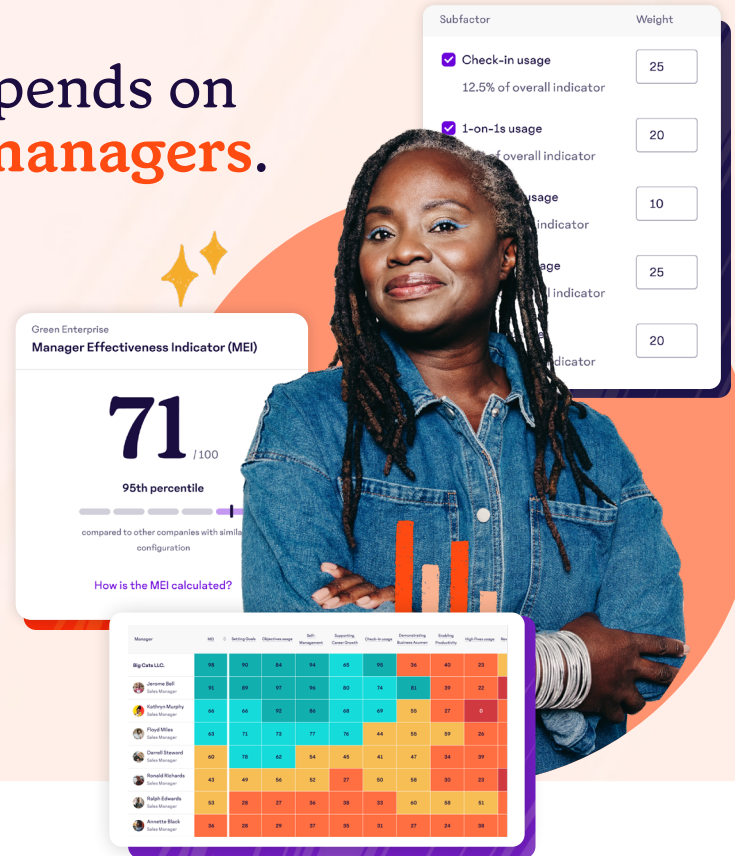
Quantify the effectiveness of your managers with a customizable, science-backed metric and see how it impacts employee engagement, retention, and performance.



## Your company's success depends on the **effectiveness of your managers.**

Managers are the #1 driver of employee retention, engagement, and performance. Now you can easily see which managers are excelling and which managers need support in specific areas, and take action before issues impact the organization.

15Five's Manager Effectiveness Indicator offers a holistic view of how effective your managers are, how they are impacting bottom-line metrics, and what you can do to help them improve.



### Finally understand each manager's impact

We know employees quit their managers, but until now it has been hard to quantify how to measure a manager's effectiveness. Now you can have a single metric to assess each individual manager as well as the company-wide aggregate.



### Find balance with customizable weighting and inputs

Effectiveness is both objective and subjective. Measure the competencies of an effective manager through a combination of objective behaviors and 360° feedback.



### Filter by department, team, or individual leader

Understand who your top managers are and who needs to be developed. Filter and sort to uncover how every manager or department leader is impacting engagement, retention, and performance.





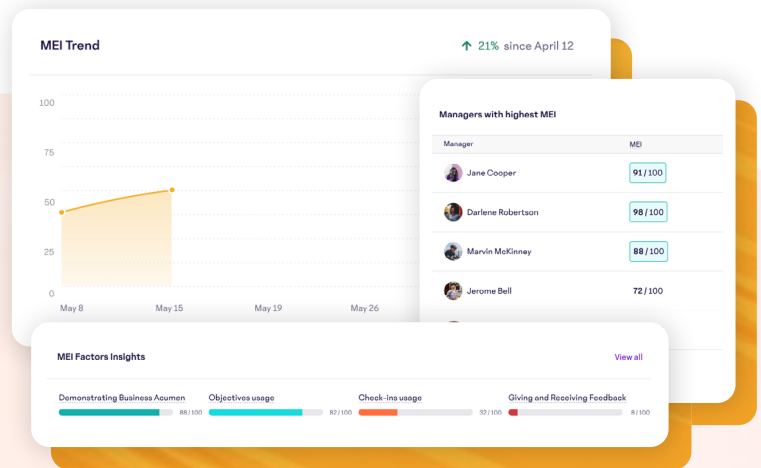
## Scott Morgan

Senior Director  
of People Growth

“ My priorities - and what I report on to our most senior stakeholders - are improving employee engagement, performance and retention. But we all know that HR can't impact these things alone. **We need managers to be a driving force of change.** 15Five helps us connect the dots between our HR initiatives, manager effectiveness, and business results”



# Better understand the most important drivers of business performance



### How it works:

- ✓ Assess Manager Effectiveness across the organization at a frequency that aligns to the pace of your business.
- ✓ Configure and customize the weighting of your metrics, or use our default recommendations.
- ✓ Quickly understand how managers are impacting the most important outcomes you're driving: performance, engagement, and turnover – and the right steps to improve them.
- ✓ Give **executives** insight into HR's strategic value impacting manager performance
- ✓ Give **managers** a holistic view of their own effectiveness, and the tools to improve
- ✓ Give **employees** confidence that leadership is prioritizing a culture of feedback and engagement.

### Resulting in:

Understanding of  
Manager Effectiveness  
across the organization

Higher accountability  
among managers

More engaged, higher  
performing teams

