



# THE CAMBRIA PROJECTMANAGER360™

Cambria introduces a unique, research-based 360-degree assessment of the “soft skills” critical to success in project management.

*Many projects and initiatives fail not because of the project manager's technical or business skills but because of their interpersonal, communication, and other “professional” skills and behaviors.*

*The Cambria ProjectManager360™ is based on what today's most effective leaders actually do.*

*These essential project management competencies are captured in a simple, intuitive, and powerful feedback process.*

Cambria Consulting, one of the originators of competency technology, introduces the Cambria ProjectManager360™, a 360-degree feedback instrument designed expressly for people in project management roles.

The Cambria ProjectManager360™ is a comprehensive feedback tool based on performance and behavior that identifies and assesses behaviors essential to successful project management. It is applicable to new as well as senior project managers with individual contributor or management responsibilities.

Although technical and business knowledge and skills are a foundation for effective project management, they are not enough to guarantee effective performance in the role. More often, the difference between the most and least effective project managers is due to interpersonal communication and other “professional” skills. The Cambria ProjectManager360™ assesses these critical differentiating factors against the specific challenges facing people in program management roles.


What is different about the Cambria ProjectManager360™ is that it is based on *what successful project managers actually do to achieve superior results*. The competencies and behaviors that underlie effective performance in the role were developed in concert with over 30 organizations across industry and government sectors. It focuses on the professional skills project managers need to be effective in their roles.

## WHAT IT MEASURES

The Cambria ProjectManager360™ measures 15 competencies that are essential for superior performance in the project manager role:

- Analytical Thinking
- Business Acumen
- Communication Skills
- Customer Focus
- Decisiveness
- Drive for Results
- Flexibility
- Innovative Problem Solving
- Interpersonal Astuteness
- Planning and Organizing
- Self-Confidence
- Skillful Influence
- Strategic Thinking
- Team Building and Leadership
- Vision and Direction

Feedback from the assessment can become an essential part of individual reflection and coaching discussions leading to focused development plans for the project manager and other members of the project team.



*The feedback recipient controls the entire process, eliminating administrative burden and associated costs.*

*Confidentiality is carefully maintained for direct reports, peers, and other classes of feedback providers, as desired.*

*Cambria maintains all data on our secure servers.*

**FOR FURTHER  
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## HOW IT WORKS

The Cambria ProjectManager360™ is offered in two versions:

- **On-demand administration.** As an on-demand web-based tool, anyone wanting feedback can sign onto the system and initiate the automatic process any time, anywhere.
- **Group administration.** When a number of people are to receive feedback at the same time (e.g., as part of a training or development event), the client or Cambria can manage the process.

In either option, after the feedback recipient identifies their feedback providers, the system does the rest. One or two managers and any number of others (e.g., direct reports, peers, customers) with e-mail and web access can give feedback through the system. The system also allows the feedback recipient to monitor all phases of the process, including how many feedback providers have started or completed their assessments.

Once enough feedback has been collected, a detailed feedback report is generated. Within one business day, this report is e-mailed in an Acrobat file to the feedback recipient or another person designated to receive the report (e.g., a mentor or coach).

## SUPPORT AND ADMINISTRATION

The Cambria ProjectManager360™ is designed to use the latest web technology, which means that assessment and feedback are available to anyone with Internet access. Cambria Consulting hosts and maintains all information on our secure servers, ensuring confidentiality and removing any burden from your Information Technology department. Testimony from our many clients also underscores the ease and intuitive nature of the process.

## CUSTOMIZATION AVAILABLE

For organizations that wish to customize the Cambria ProjectManager360™, Cambria has 20 years of experience building customized competency models for our clients. We can create a custom project manager competency profile that zeros in on the specific behaviors critical for high performance. For organizations that already have their own project management or leadership competencies in place, we can integrate your existing competencies into the web-based Cambria360™ process.

We can also adapt our 360-degree feedback reports to your specifications, as well as summary “bench strength” reports that profile an organization's overall strengths and development needs.

Call today for further information and a live demonstration to see how the Cambria ProjectManager360™ can play a part in developing your top project management talent.

[www.cambriaconsulting.com](http://www.cambriaconsulting.com)