



Confidential personal report for

DESIREE POLLOCK

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This report is a summary of the results from the exercises DESIREE POLLOCK completed on the GIBS neXt website. The report has been generated automatically as a summary of DESIREE POLLOCK's self-assessment and does not imply any endorsement of the results by GIBS.

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Personal information

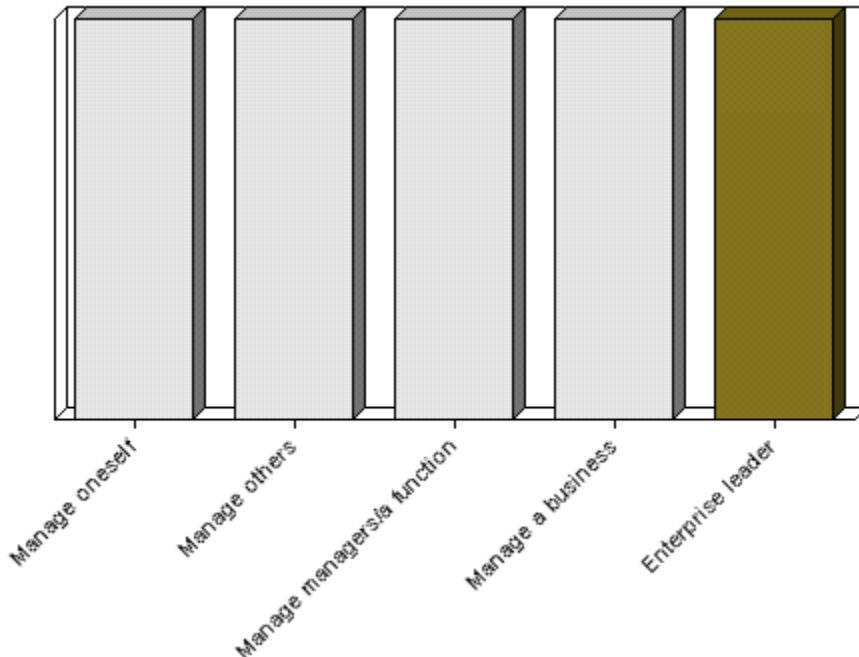
Date of birth: 27 Apr 1989
Highest qualification: Degree

Management levels

Management levels describe a set of transitions that managers need to make as they take on more senior positions in organisations. It is unlikely to fit every organisation exactly, so it will need to be adapted if you are self-employed or working in a small company or in a non-corporate environment. These transitions are adapted from the Leadership Pipeline by Ram Charan, Stephen Drotter and James Noel.

The levels are less accurate for those whose career entails professional service at a high strategic level, but with little management responsibility.

1. Manage oneself	100
2. Manage others	100
3. Manage managers/a function	100
4. Manage a business	100
5. Enterprise leader	100



This suggests your next transition is from

Functional skills

Functional skills lists competencies we believe managers should have in the usual management disciplines, when they have been successful in making a transition along the management levels. The list is not comprehensive nor is it exhaustive; however it is a good guideline to help you consider where you might need to focus your next step in learning to be an effective manager.

The results from my self assessment of my functional skills show that:

The skills that I rate myself as being great at are:

- Accounting and Financial Management
- Analytical and Research Techniques
- Human Resource Management
- Marketing
- Operations Management
- Organisational Behaviour and Leadership
- Project Management
- Strategy
- Innovation and Design
- Economics
- Information and Knowledge Management

My learning type

Your approach to learning is: **Experiential and Reflective**

You enjoy reflecting on your experiences. You like to get involved, but then to have an opportunity to stand back and draw conclusions from the experience. You should choose a programme that is not just based in the classroom, but has plenty of experiences built into it. In a team you might well be the person who brings in new insights, but needs help to implement plans. To balance this, make sure you make an effort actually to implement what you think about, and look at theory as a useful route into making sense of your experiences.

The kind of programme you are looking for is:

You indicated that you prefer a demanding part time programme that would enable you to master concepts through interacting with other people. This is the ideal profile for an MBA programme that focuses on classroom and small group learning. You want a formal academic course, as you are looking for the discipline provided by a set curriculum that covers all aspects of management.

Many schools offer part time MBA or Diploma programmes. At GIBS we offer a format that enables you to continue working while avoiding some of the disadvantages of part time study, such as having to come to classes at the end of a long day's work.

If you cannot afford the time required for the MBA or PDBA, or if you do not have a degree, the GIBS certificate programmes (PMD) offer an alternative. They are examined programmes run along similar lines, but over a shorter time period.

The course work of the MBA or similar programme would suit you better than doing a

postgraduate degree by research only, because you enjoy learning through interaction with others.

My personality type

Description of Myers Briggs Type: **ENTP**

Extracted from *Introduction to Type in Organisations* by Sandra Krebs Hirsh and Jean Kummerow (Consulting Psychologists Press, 1990).

ENTP: Extraversion iNtuition Thinking Perception

ENTPs are innovative, individualistic, versatile, analytical, and attracted to entrepreneurial ideas.

Contributions to the organisation

- View limitations as challenges to be overcome.
- Provide new ways to do things.
- Offer conceptual frame of reference to problems.
- Take initiative and spur others on.
- Enjoy complex challenges.

Leadership style

- Plan theoretical systems to address organisational needs.
- Encourage independence in others.
- Apply logical systems thinking.
- Use compelling reasons for what they want to do.
- Act as catalysts between people and systems.

Preferred work environment

- Contains independent people working on models to solve complex problems.
- Flexible and challenging.
- Change-oriented.
- Includes competent people.
- Rewards risk-taking.
- Encourages autonomy.
- Unbureaucratic

Potential pitfalls

- May become lost in the model, forgetting about current realities.
- May be competitive and unappreciative of the input of others.
- May over-extend themselves.
- May not adapt well to standard procedures.

Suggestions for development

- May need to pay attention to the here and now.
- May need to acknowledge and validate input from others.
- May need to set realistic priorities and timelines.
- May need to learn how to work within the system for their projects.

What anchors my career?

The value that is very important to me in my career is:

Pure challenge:

You are excited by challenges others regard as impossible, and you are at your best when competing against the toughest opponents. Winning is everything and the rest (pay, position, profession) are important only to the extent that they are indicators of victory. Without a fresh problem to tackle you become bored, frustrated and difficult to live with. You always choose the option which promises an opportunity to overcome obstacles.

My emotional intelligence

The four areas of emotional intelligence are arranged below in the order that you rated yourself. The items within the areas are also ranked in order from the ones you rated yourself highest on, to the lowest.

- Managing my own emotions 100
- Influencing others' emotions 97
- Understanding myself 97
- Understanding others 95

My mission statement

I strive to be a tenacious, passionate, respectful person, who has emotional strength and remains humble in all that I do and accomplish in life. I aim to be flamboyant in all I do. I will assert myself in any environment I find myself in. I will forever learn and discover new possibilities and knowledges and use this to better my surroundings and relationships. I will always endeavor to help and puts the needs of others ahead of my own. I will be someone my family is proud of and someone that can be learned from and remembered.

Analyse my next options

The decision matrix is a tool to help you rank your options according to how well they meet your criteria, which you have identified from the exercises you completed in neXt.

My top options were:

1. Travel
2. Marketing
3. PR

Additional information

(Please enter any additional information here)