

# Improving effectiveness of management teams with cut-e

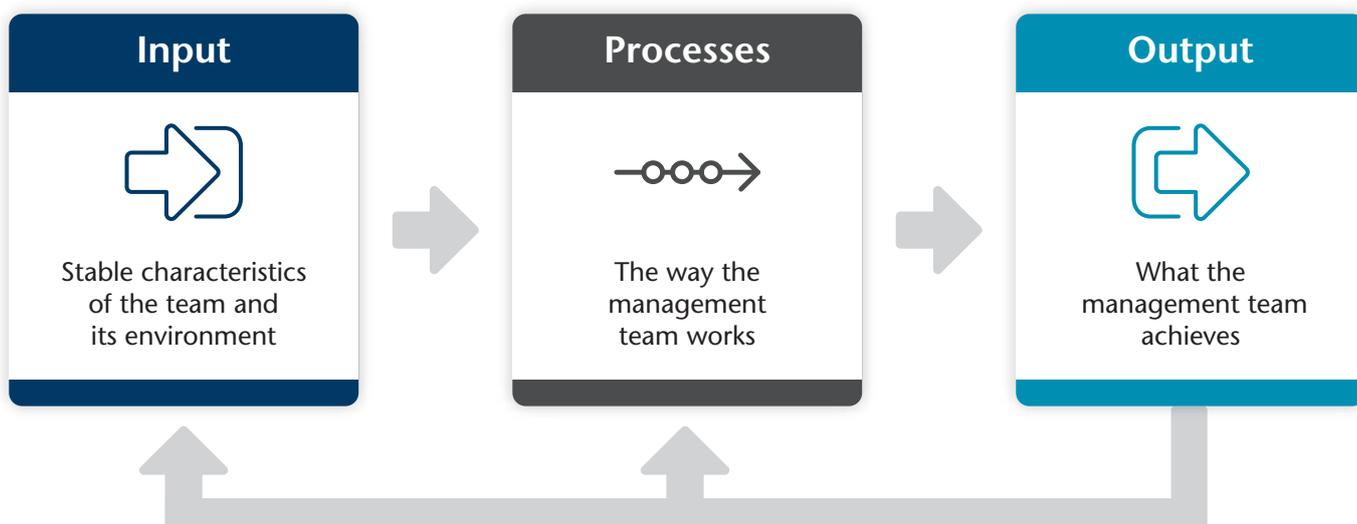
Benchmark against peers, discover key development areas  
and increase your team effectiveness

## Get your management teams to have greater impact

Research shows that around 40% of time spent in management team meetings is not used productively. Management teams have an important function in business – the challenge is to improve their effectiveness and add greater value to the organisation.

## Benchmarking your management team and taking action

*effect* is a diagnostic tool based on the ground-breaking research of Professor Henning Bang of the University of Oslo in Norway. In this research, Professor Bang identifies the key characteristics of effective management teams and the factors that influence and predict high performance.



Building on this model, cut-e has developed the *effect* questionnaire that looks at 24 factors to predict the effectiveness of a management team. The result is a robust assessment tool that is easy to set up and straightforward to complete by each team member. *effect* provides a clear visual and workable results profile, and the capability to benchmark with over 200 management teams.

## How effect works

*effect* is a 20 to 30 minute online questionnaire in which each team member rates factors relating to a team's performance, strengths and development areas, using a rating scale of 1 to 7.

## The results

The results are benchmarked against a norm group of over 200 executive teams. Recommendations are provided in the form of a profile report showing how the team can improve productivity. The recommendations form the basis for ongoing improvement interventions usually supported by some form of facilitation.



Test screenshots & report effect

## Who uses effect?

*effect* is valuable to any organisation with management teams – and is beneficial to the teams and the business regardless of their seniority level.

## Using effect alongside other tools

*effect* looks at the effectiveness of the management team as a whole rather than the individual contribution of each member. But as well as signposting leadership development for the management team itself, *effect* can be valuable when used alongside other tools. An individual may wish to explore how others see his or her skills and working behaviours through a 360 degree feedback tool, or to take a closer look at his or her own preferences and behaviours by using a personality questionnaire. *effect* can be used as a benchmark before intervention takes place, and then afterwards as a success measure.

**Available languages**  
The system, assessments and reports are available in many languages. Additional languages can be requested.

**Available norm groups**  
We continually update and add to the international and local sets of norm groups.

More information, articles and interviews about how to increase effectiveness of management teams:  
[www.cut-e.com/effect](http://www.cut-e.com/effect)



**About cut-e:** Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

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