



### 360 Assessment Supply Chain Consulting

Number of submissions (10)

Number of questions answered (610)

Received: Monday, January 01, 2007 to Tuesday, January 01, 2008

as of Sunday, October 28, 2007 @ 10:01:52 AM

Filtered by: Questions

All

#### 1. Who are you evaluating?

1) FADI GEHA	10 (100.0%)	
Average: 1.0		

#### 2. What is your relationship to the person you are evaluating?

1) Self	1 (10.0%)	
2) Supervisor	4 (40.0%)	
3) Peer	0 (0.0%)	
4) Direct Report	5 (50.0%)	
Average: 2.9		

#### 3. Takes responsibility for the performance of direct reports and the results of their work.

1) Strongly Disagree	0 (0.0%)	
2) Somewhat Disagree	2 (20.0%)	
3) Somewhat Agree	3 (30.0%)	
4) Strongly Agree	5 (50.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.3		

#### 4. Reviews direct reports' progress towards long-term goals on a regular basis.

1) Strongly Disagree	1 (10.0%)	
2) Somewhat Disagree	3 (30.0%)	
3) Somewhat Agree	2 (20.0%)	
4) Strongly Agree	4 (40.0%)	
5) Not Applicable	0 (0.0%)	
Average: 2.9		

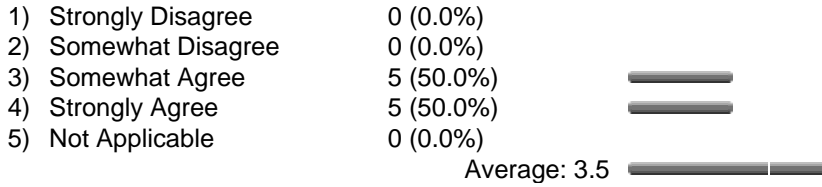
#### 5. Does whatever it takes to produce superior results without making excuses.

1) Strongly Disagree	1 (10.0%)	
2) Somewhat Disagree	1 (10.0%)	
3) Somewhat Agree	3 (30.0%)	
4) Strongly Agree	5 (50.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.2		

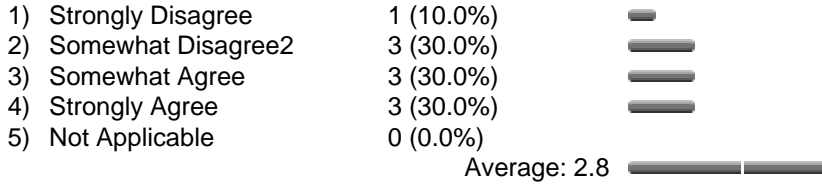
#### 6. Model flexibility and enthusiasm for change.

1) Strongly Disagree	0 (0.0%)	
2) Somewhat Disagree2	0 (0.0%)	
3) Somewhat Agree	3 (30.0%)	
4) Strongly Agree	7 (70.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.7		

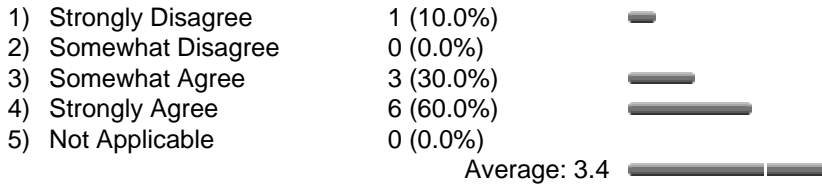
7. Maintains a positive attitude through challenges.



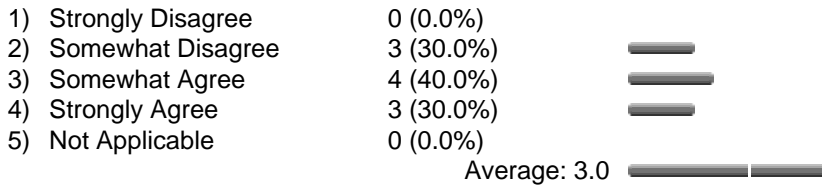
8. Sets clear objectives and milestones that are both realistic and challenging.



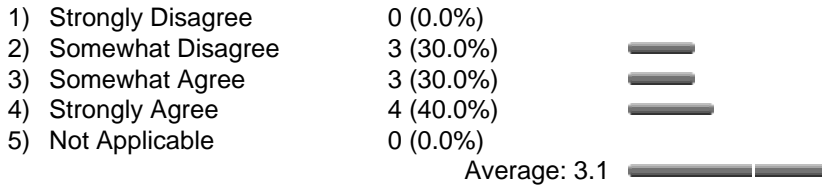
9. Builds and maintains excellent working relationships with customers.



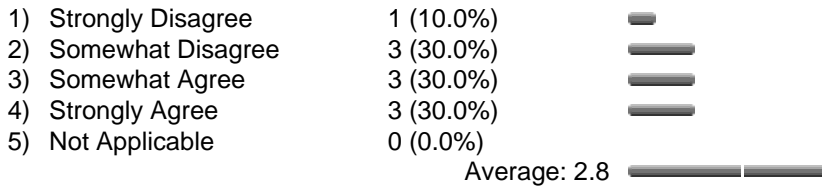
10. Congratulates co-workers on their successes regularly.



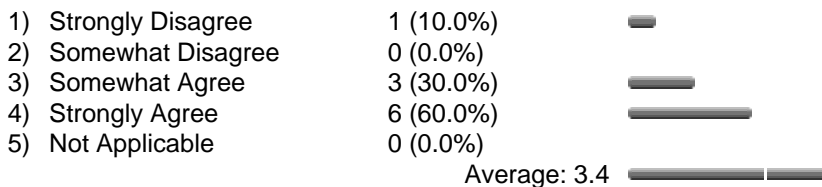
11. Provides clear instruction and invites questions and responds with respect.

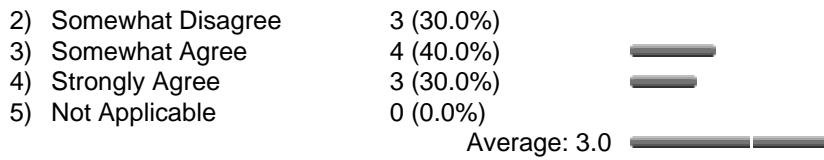


12. Addresses performance problems quickly, directly, privately.

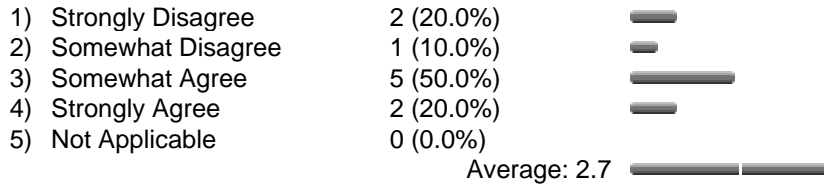


13. Gives employees guidelines and freedom to do their jobs.

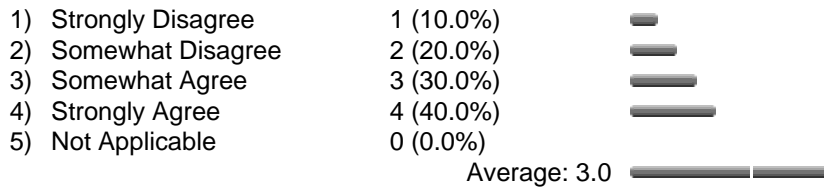




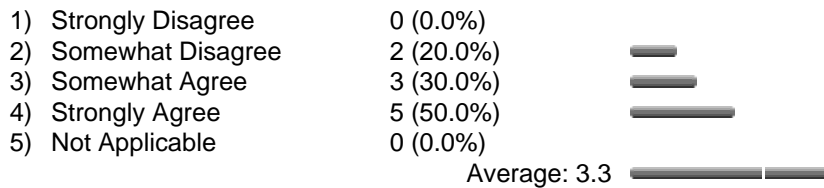
50. Discusses career development opportunities with each direct report.



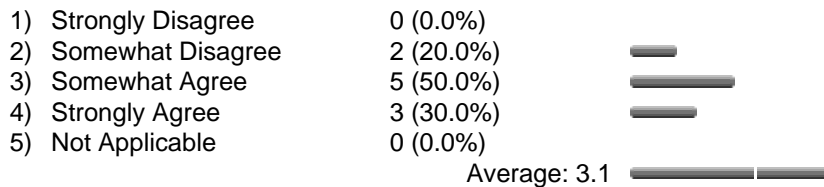
51. Fosters enthusiasm, trust and commitment among team members.



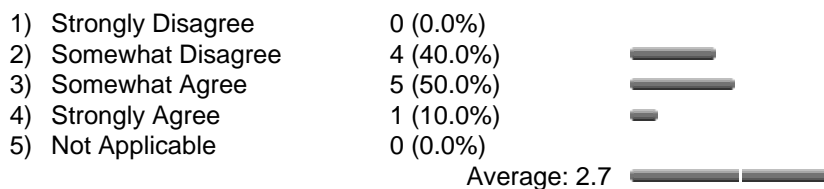
52. Willingly admits mistakes and lessons learned from experience.



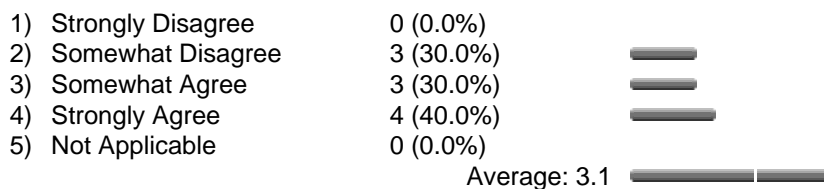
53. Takes the time to discuss tough or sensitive performance issues.



54. Seeks to fully understand a situation before jumping to conclusions.






55. Provides a clear and compelling direction for the organization/department.







56. Establishes departmental goals and objectives.








3) Somewhat Agree	3 (30.0%)	
4) Strongly Agree	4 (40.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.1		

57. Overall, this person is an excellent leader.

1) Strongly Disagree	0 (0.0%)	
2) Somewhat Disagree	2 (20.0%)	
3) Somewhat Agree	4 (40.0%)	
4) Strongly Agree	4 (40.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.2		

58. Overall, I rate this person's skills and abilities as excellent.

1) Strongly Disagree	1 (10.0%)	
2) Somewhat Disagree	1 (10.0%)	
3) Somewhat Agree	5 (50.0%)	
4) Strongly Agree	3 (30.0%)	
5) Not Applicable	0 (0.0%)	
Average: 3.0		

59. What are this person's greatest strengths?

- 1) Project management, product knowledge
- 2) - Very good leadership of a team through turbulent business transition
  - Maintains clear focus on overall business goals
  - Good buffer between board and operations
  - Good knowledge of all areas of the business and how they need to work together to be successful
  - Supports people across the business in order for them to do their jobs effectively
- 3) Logical thinker.
  - Decisive
  - Assertive
  - Good Natured
- 4) \* honesty
  - \* willing to take up new challenges and adapting to new situations
  - \* accepts constructive criticism and creates an working area open for discussions to improve the processes
  - \* always accessible for everyone
- 5) Candour
- 6)
- 7)
- 8) Integrity and leadership by example
- 9)
- 10) Great leader, Positive attitude when communicating with his staff. Set clear direction to Staff and a good "Problem solver". Give full freedom and trust to his staff, so that staff can perform with their own judgment.

60. What are this person's main areas for improvement?

- 1) Working on the right things
- 2) - Needs to be able to make hard decisions in a timely manner to deal with underperformance issues. A bit too soft.
  - Communication of monthly/quartery budgetary performance. Staff work in a bit of a bubble and are not aware of overall business unit or company performance.
  - Needs people he can trust on a personal level in roles of responsibility rather than managing based on performance. Result is that personal relationships may be a barrier to replacing people in leadership roles when change needs to occur.