



LASSIB Society Prism Portfolio Manager

Praveen Kumar Reddy

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Name: Praveen Kumar Reddy

Date of Assessment Completion : 25th October 2013

Introduction

The assessment you attempted forms the basis of this report.

The assessment evaluated your ability to:

- Apply the Leadership and Management concepts to different scenarios you face on a day-to-day basis
- Implement concepts from 49 Functional Skill Areas and 45 Behavioural Skill Areas
- Think about a situation, keep in mind critical areas to be addressed, analyze the situation, and make relevant decisions
- Use tools and techniques as might be relevant

This report summarises, how your preferred style or typical way of working, is likely to influence the potential performance on 49 Functional Skill Areas, 45 Behavioural Skill Areas and therefore ultimately the work you handle.

All 49 Functional Skill Areas and 45 Behavioural Skill Areas are defined and described in the Annexure.

The accuracy of this report depends on the frankness and detail with which you answered the questions in the assessment. Nevertheless, this report provides important indicators of your style at work.

If you require support in interpreting this report, please contact LASSIB Society.

You can use this report to identify areas of improvement, and therefore the areas for you to focus on going forward.

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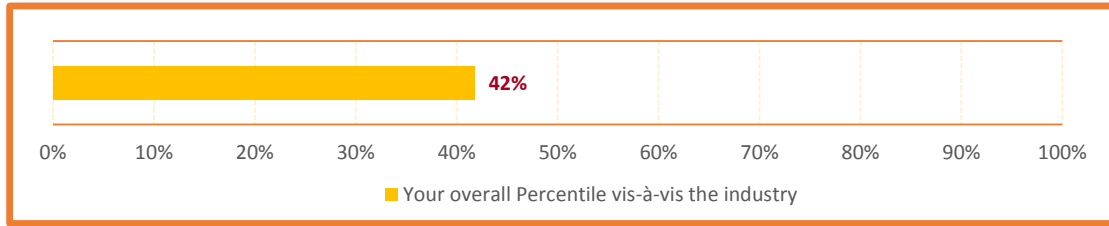
- Grades, What do they mean and What you could do next?
- Your Functional and Behavioural Skills vis-a-vis your Peers in the Service Industry
- Grades for 49 Functional Skill Areas
- Grades for 45 Behavioural Skill Areas
- Benchmark of your Grades with respect to your peers from the Industry
- Annexure: Description of 49 Functional Skill Areas
- Annexure: Description of 45 Behavioural Skill Areas

Attribute	What does this mean?	What you could do next?
E1 Grade	You are an expert in this area	Continue using these skills and refine them further. Share these skills and your experience during work.
E2 Grade	You can become an expert in this area, by adding and applying few more skills	Increase / acquire skills by going through intervention programs. Network and work with your peers to share and learn best practices, tools and techniques. Apply the new learning in your work, wherever possible.
E3 Grade	You can become an expert in this area, by adding and applying a lot more skills	In addition to E2 recommendations, you are recommended to seek specific opportunities for applying these skill areas in your project. Identify a mentor for assistance during application.
Percentile	A 33 percentile indicates that you have a skill higher than 33% of your peers in the industry. It also mean that 67% of your peers in the industry, have a skill higher than you. This helps you benchmark your skill level vis-à-vis your peers in the industry; and hence helps you create and execute an improvement plan for yourself.	

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Your Functional and Behavioural skills vis-a-vis your peers in the Service Industry

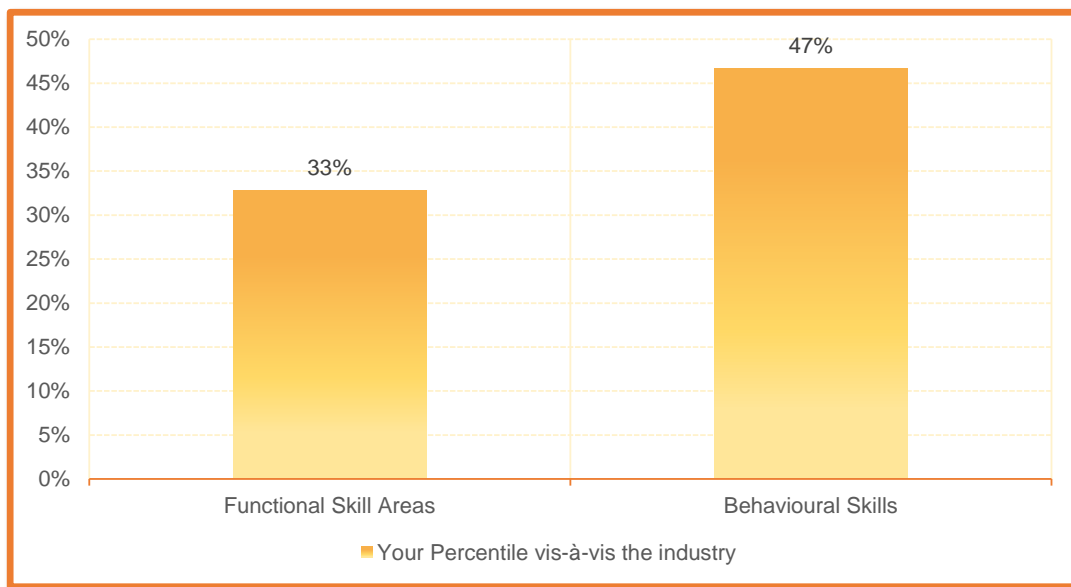


NOTE: The following inference is based on the assessment of 5,000+ senior leaders from the Service Industry.

Your skills vis-a-vis your peers in the Service Industry, represented as a Percentile is **42%**.

This means your functional and behavioural skills are better than **41%** of your peers in the Service industry.

This also means that **58%** of your peers in the Service Industry, have better functional and behavioural skills than you.



How well do you apply the concepts of each Functional Skill Area ?	Pre IA Grade	Percentile
Alignment to Organization's Vision	E3	15%
Alignment to Organization's Mission	E3	35%
Alignment to Organization's Values	E3	39%
Market Segmentation and research	E3	22%
Potential customer identification and prioritization	E3	16%
Lead generation and qualification	E3	20%
Sales	E3	21%
Solutioning	E3	36%
Deal Creation	E3	39%
Deal Closure	E3	23%
Identifying Business opportunities and challenges	E3	30%
Business Impact Analysis on Overall Business Financials	E3	35%

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How well do you apply the concepts of each Functional Skill Area ?	Pre IA Grade	Percentile
Business Impact Analysis on Overall Business Branding	E3	46%
Business Impact Analysis on Value Enabling Functions	E3	18%
Business Impact Analysis on Value Delivering Functions	E3	45%
Designing and Delivering a One Company Approach for all Stakeholders	E3	30%
Project / Program Ideation and Identification	E3	28%
Project / Program Categorization	E3	36%
Project / Program Evaluation	E3	32%
Project / Program Prioritization	E3	15%
Project / Program Authorization	E3	13%
Governance Management	E3	54%
Communication Management	E3	59%
Integration Management	E3	42%
Contract Management	E3	33%
Intergroup Coordination and Procurement Management	E3	26%
Knowledge Management	E3	8%
Requirements Capture and Prioritization	E3	36%
Scope Management and Scope Change Control	E3	49%
Effort and Schedule Management	E3	24%
Quality Assurance, Management and Control	E3	34%
Configuration Management	E3	24%
Delivery Verification, Validation and Acceptance	E3	47%
Closure Management	E3	64%
Organizational Goals Alignment & Management	E3	54%
Stakeholder (Vendor) Goals Alignment & Management	E3	44%
Perception Management	E3	58%
Customer Goals Alignment & Management	E3	54%
Cost and Profitability Management	E3	36%
Revenue and Cash Flow Management	E3	42%
Innovation and Benefits Management	E3	30%
Risk Management	E3	45%
Issues Management	E3	49%
Crisis Management	E3	40%
Business Continuity Management	E3	52%
Mentoring & Succession Planning	E3	2%
HR Change and Culture Management	E3	20%
Competency/Skill Development	E3	8%
Assessments, Appraisal, Feedback	E3	37%

NOTE: Each Skill Area is defined in the annexure.

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Behavioural Skill Areas	Pre IA Grade	Percentile
Optimism	E3	46%
Continuous Learning	E3	30%
Change Oneself for the Good	E3	45%
Energy Level	E3	49%
Logical Reasoning	E3	57%
Data Representation	E3	48%
Data Analysis	E3	39%
Professional Communication - Writing	E3	50%
Professional Communication - Speaking	E3	57%
Professional Communication - Reading and Listening	E3	33%
Professional Communication - Assertiveness	E3	35%

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Behavioural Skill Areas	Pre IA Grade	Percentile
Awareness of customer environment	E3	33%
Requirements Capture	E3	44%
Requirements Management	E3	65%
Positioning	E3	62%
Perception Management	E3	59%
Awareness of Business Environment	E3	62%
Awareness of Competition Environment	E3	58%
Ownership and Accountability	E3	61%
Goal Setting and Result Orientation	E3	46%
Innovation	E3	55%
Industry Inclination	E3	50%
Networking	E3	10%
Relationship Management	E3	31%
Professional Communication - Persuasion & Influence	E3	53%
Team Building and Management	E3	46%
Teamwork and Collaboration	E3	21%
Retention	E3	13%
Ability to Organize	E3	37%
Troubleshooting and Problem Solving	E3	53%
Execution	E3	58%
Mentoring and Coaching	E3	4%
Empathizing and Emotional Intelligence	E3	43%
Inspiring and Motivating	E3	62%
Flexibility	E3	43%
Proactiveness	E3	55%
Stress Management	E3	56%
Integrity	E3	46%
Individual Social Responsibility	E3	46%
Conflict Resolution	E3	72%
Perseverance	E3	39%
Drive for Excellence	E3	31%
Mobility	E3	66%
Body Language	E3	61%
Sense of Urgency	E3	73%

NOTE: Each Skill Area is defined in the annexure.

ANNEXURE	
Functional Skill Areas	Description
Vision	Assesses the alignment of the individual to the organization's vision. Vision is the ability to think about or plan for the future with imagination and/ or wisdom.
Mission	Assesses the alignment of the individual to the organization's mission. Mission is the core purpose or focus in achieving objectives/goals planned for the future. Vision drives mission for an individual or an organization
Values	Assesses the alignment of the individual to the organization's values. Values are principles or standards of behaviour which shape judgements and attitudes in professional and personal life

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ANNEXURE	
Functional Skill Areas	Description
Market segmentation and research	Ability to design and implement strategies, based on sound research, for a broad target market into subset of consumers who have common needs or priorities.
Potential customer identification and prioritization	Ability to identify and prioritize customers based on various parameters such as value, scope etc. to ensure business growth and building opportunity
Lead generation and qualification	Ability to proactively engage with your business network and generate leads for your portfolio leading to increased business opportunities and sales
Sales	Sales involves ability to sell your services/products/offerings to potential customers by means of attracting their attention and influencing their decision through strategic positioning, assertiveness, persuasion and influence
Solutioning	Solutioning is the ability to create solutions to business problems that help business overcome its challenges and achieve sustained advantage
Deal creation	Ability to identify opportunities to convert into concrete deals by means of attentive and empathetic approach to customer's needs and requirements. Involves planning, coordinating, and other managerial functions for effective deal creation
Deal closure	Ability to effectively close the deal ensuring required process and documentation adherence. Also involves, ability to arrive at consensus with all parties involved and making consistent efforts to complete the deal in time.
Identifying business opportunities and challenges	Ability of insight and foresight to assess internal and external environment to identify opportunities and address the challenges or risks
Business Impact Analysis on Overall Business Financials	Ability to assess business impact due to financial measures involved in decision making such as cost, profitability, revenue flow etc. Requires thorough understanding and appreciation of financial nomenclature and its long and short term impact on project/program/portfolio business
Business Impact Analysis on Overall Business Branding	Ability to foresee and forecast patterns of perceived value of organization/business as a function of dynamic business transactions involved in project/program/portfolio
Business Impact Analysis on Value Enabling Functions	Ability to analyse the effect or business impact on the value enabling functions, such as the support functions of the organizations
Business Impact Analysis on Value Delivering Functions	Ability to analyse the effect or business impact on the value delivering functions i.e. the functions into direct delivery
Designing and Delivering a One Company Approach for all Stakeholders	Ability to position business offerings with a unified approach consistent across to all stakeholders to ensure rigor, uniformity and standardization across organization.
Intergroup Coordination and Procurement	The process of acquiring resources, goods and services from within and/or outside the performing organization.
Requirements Capture and Prioritization	Individual's ability to identify, gauge and assess the needs, wants and perceptions (requirements) of all stakeholders, w.r.t. a task, service or a project

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Functional Skill Areas	Description
Effort and Schedule Management	It is the effective management of time and resources to perform activities which are in-line with organization or project strategy. Involves effective scheduling and recording of performed activities
Innovation and Benefits Management	Process aimed at increasing the successful delivery of quantifiable and meaningful business benefits to organization. Focus on how business areas will benefit from change and provides a framework for identifying, planning, measuring and actively managing these benefits
Business Acumen and Business Understanding	Business acumen is keenness and quickness in understanding and dealing with a business situation in a manner that is likely to lead to a good outcome.
Project / Program / Portfolio Ideation and Identification	The process of generating, developing, and communicating new ideas i.e. for project / program or portfolio. It begins with the conceiving of ideas or intentions to set up a project. These ideas are then transformed into a project.
Project / Program / Portfolio Categorization	The systematic process of selection and categorization between project types is which will significantly impact the methodology approach to be undertaken.
Project / Program / Portfolio Evaluation and Selection	The systematic process and objective assessment to determine the relevance, impact and sustainability of a project / program / portfolio
Project / Program / Portfolio Prioritization	The systematic process and objective assessment to determine the order and priority of Project / Program / Portfolio to pick up to ensure the achievement of strategic goals and objectives
Project / Program / Portfolio Authorization	The process of verifying a proposed project / program / portfolio for initiation and further development. This process aims to confirm that the project / program / portfolio is feasible and cost-effective, so it can step through the initiation phase and proceed to the planning phase.
Integration Management	Management technique that includes the processes required to ensure that the various elements of the project are properly coordinated.
Contract Management	Contract management is the process of systematically and efficiently managing contract creation, execution, and analysis for the purpose of maximizing financial performance, operational performance and minimizing risk.
Customer Goals Alignment & Management	Management technique that focuses on understanding your external customer's needs, wants and perceptions and working towards managing them. Includes QPM from an external customer's perspective.
Organizational Goals Alignment & Management	Management technique that focuses on understanding your internal customer's and organizational, wants and perceptions and working towards managing them. Includes Quantitative Project Management from internal organization's perspective.
Stakeholder (Vendor) Goals Alignment & Management	Management technique that focuses on understanding your external stakeholders (vendors), wants and perceptions and working towards managing them. Includes Quantitative Project Management from external organization's perspective.
Scope Management and Change Control	Scope Management ensures that the project includes all the work, and only all the work required to complete the project successfully. Also includes management of changes to the scope of the project.

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Functional Skill Areas	Description
Schedule Management	Time management is the process of planning and exercising conscious control over the amount of time spent on specific activities, especially to increase effectiveness, efficiency or productivity. Schedule management consists of a list of a project's elements with intended start and finish dates.
Quality Assurance, Management and Control	Quality assurance management refers to the planned and systematic activities implemented in a quality system so that quality requirements for a project will be fulfilled. Includes causal analysis, decision making and organizational innovation and audit techniques.
Change Management	Is a process that ensures that changes are executed, planned, without conflicts, with minimum or at least acceptable risk to all services.
Procurement Management	The process of acquiring resources, goods and services from within and/or outside the performing organization.
Cost and Profitability Management	Cost management is the process by which an organization manages the costs during project execution and manages the profitability to meet organizational goals.
Cash Flow and Revenue Management	This skill area involves the process of Cost Budgeting, Billing Planning, Revenue Recognition, Invoicing, Accrual and Financial Monitoring.
Human Resource Management	Human resource management involves resource acquisition, resource development, resource sustenance, feedback mechanisms, team building and leadership.
Risk Management	Risk management is the identification, assessment, and prioritization of risks followed by coordinated and economical application of resources to minimize, monitor, and control the probability and/or impact of unfortunate events or to maximize the realization of opportunities.
Issues Management	Goal of issue management is to identify, assess, prioritize, manage and respond to issues that are negatively impacting the project. Includes escalation of issues as might be required.
Configuration Management	Configuration management includes creating a Configuration Management Plan, Asset Identification, Asset Classification, Asset Management (including Software files and Hardware items) and proper monitoring and control through audits.
Knowledge Management	Knowledge management comprises a range of strategies and practices used in an organization to identify, create, represent, distribute, and enable adoption of insights and experiences.
Perception Management	Includes the process of identifying, evaluating, responding and managing external customer's and stakeholder's perception w.r.t. the Project.
Communication Management	Communications management is the systematic planning, implementing, monitoring, and revision of all the channels of communication within an organization, and between organizations
Business Continuity Management	Continuity management is an organization-wide discipline that establishes a set of processes that identify potential impacts that may threaten an organization. It provides capability to deliver an effective response during a crisis that will safeguard the interests of the organization and its major stakeholders.
Mentoring & Succession Planning	Ability to Identify employees who need focussed facilitation, providing them with mentoring and coaching support to ensure effective succession in the organization. Involves planning and coordinating with relevant personnel for nurturing growth and opportunity in human resources.

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ANNEXURE	
Functional Skill Areas	Description
HR Change and Culture Management	Involves implementing effective approach strategies to transitioning individuals, teams and organization to a desired future state. Involves effective business , growth and culture continuity and management.
Competency/Skill Development	Ability to identify and assess skills, competencies required for your team based on their roles and responsibilities, analyze the trends of the skill gap and proactively initiative measures to build the gap through skill development
Assessments, Appraisal, Feedback	Ability to assess, analyze and evaluate employees based on a broad set of parameters and help them with constructive feedback focused on individual and organizational growth
Benefits Management	Innovation management is the process of identifying and implementing ideas that help reduce costs, increase productivity, improve perceptions and satisfaction of stakeholder, etc. Benefits management is the process of delivering Return on Investment (ROI) to stakeholders over pre-defined cycles.
Governance Management	Governance is the act of governing the relationship between two or more parties (i.e. Providing oversight to a project through use of processes & practices, organization structures and relationship mechanisms and providing/use of information to make decisions).
Delivery Verification and Acceptance	Is the process of building the system right, and building the right system, and obtaining the sign-off's from the required stakeholders.
Closure Management	Project Closure is the process of closing a current project when a logical agreed upon conclusion is reached. This could be due to meeting the requirements of the customer, or the project getting terminated due to certain business reasons.
Crisis Management	Crisis management is the process by which an organization deals with a major event that threatens to harm the organization, its stakeholders, or the general public.
Behavioural Skill Areas	
Behavioural Skill Areas	Description
Optimism	Individual's positive attitude towards his/her personal and professional aspirations and ability to create pathways to achieve them with hope and conviction
Continuous Learning	Individual's interest and ability to pursue new and diverse, knowledge and skillsets
Change Oneself for the Good	Individual's holistic attitude and focus towards positive change, with courage and conviction
Energy Level	Individual's enthusiasm and intensity in dealing with life and work. Measure of motivation and interest in successfully acheiving his/her personal aspirations and professional goals.

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ANNEXURE	
Behavioural Skill Areas	Description
Logical Reasoning	Individual's ability to use rationale i.e. a systematic series of steps based on sound logical/scientific/mathematical procedures to arrive at a conclusion
Data Representation	Individual's ability to comprehend and represent data, in such a way that it makes the process of making inferences easy
Data Analysis	Individual's ability to inspect, transform, and model data with the goal of discovering useful information, suggesting conclusions and supporting decision making
Professional Communication - Writing	Individual's ability to put thoughts and ideas effectively in a written form using the English language
Professional Communication - Speaking	Individual's ability to put thoughts and ideas effectively in a spoken form using the English language
Professional Communication - Reading and Listening	Individual's ability to comprehend what is written and spoken in English language, with patience and attention to detail
Professional Communication - Assertiveness	Individual's ability to show confidence, and a sense of urgency where required, in a way that fits into the culture of the audience, through body language and ways of listening, questioning and speaking
Awareness of customer environment	Measure of individual's awareness of socio political, cultural and societal structures comprising relevant customers (including but not limited to internal customers, external customers, end customers, society and community, regulatory bodies, etc.)
Requirements Capture	Individual's ability to identify, gauge and assess the needs, wants and perceptions (requirements) of all stakeholders, w.r.t. a task, service or a project
Requirements Management	Individual's ability of documenting, analyzing, prioritizing, agreeing, monitoring and delivering on requirements. Also controlling changes and communicating to relevant customers and stakeholders.
Positioning	Individual's ability to frame a written or spoken response, in such a way that the audience is easily and effectively influenced by it. Successful positioning typically involves a choice of words and sentences, sequencing them, involving an emotional angle, the volume, pitch and tone of voice, your body language, your dressing sense, among others.
Perception Management	Ability at guiding motives, emotions, and conclusions of another party by means of using different approaches to alter that party's perception of past events and the projections of future events. Perception is the way in which something is regarded, understood, or interpreted by someone
Awareness of Business Environment	Individual's ability to understand an organization's business vision, objectives, as-is situation and the environment in which it operates
Awareness of Competition Environment	Individual's ability to understand the market and various other factors that influence the competition and the competitive positioning


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ANNEXURE	
Behavioural Skill Areas	Description
Ownership and Accountability	Individual's ability to take ownership and being accountable for the work at hand, including the readiness to take blame if things do not go as planned and/or expected. Also includes the ability of being able to drive ownership and accountability among others, not by forcing it upon them, but having others voluntarily owning it.
Goal Setting and Result Orientation	The ability to focus not only the approach taken, but the ultimate outcomes, that are required by the relevant stakeholders (usually your internal and external stakeholders).
Innovation	Individual's ability to come up with, and implement ideas that make a positive impact to relevant stakeholders
Industry Inclination	Individual's inclination and ability, to get acquainted and exposed to Industry practices and processes, thereby equipping himself/herself with right awareness needed to succeed in his/her career.
Networking	Individual's Interest and motivation to engage in a process of connecting with relevant people, who could add value to the individual in the short-term and/or long-term. Also involves the process of exchanging information that is perceived to be value adding to both parties
Relationship Management	Individual's ability to build, sustain and manage trust into the long-term with specific people, and help drive successful relationships
Professional Communication - Persuasion & Influence	The ability to induce a course of action, or embrace a point of view, by various means such as reasoning, argument, motivation (not by force or deceit).
Team Building and Management	Building and managing high performing teams that deliver maximum value. Also includes change management skills.
Teamwork and Collaboration	Individual's ability to cooperate, collaborate and/or coordinated effort in a group of people acting together as a team, in the interest of a common cause
Retention	Identifying employees and successfully retaining them for longer time periods for team and organization success.
Ability to Organize	Individual's ability to identify, prioritize, plan, track, report and manage tasks through their lifecycle, and ensure that they are complete with the right quality, on time, and at the right speed.
Troubleshooting and Problem Solving	Individual's ability to apply logical and systematic search for the source of a problem and apply techniques to solve the issues in a coherent manner.
Execution	Individual's ability to carryout work/tasks in an effective and efficient manner towards achieving desired objectives and outcomes
Mentoring and Coaching	Identifying employees who need focussed facilitation, providing them with mentoring and coaching support.
Empathizing and Emotional Intelligence	Individual's ability to understand and share the feelings of another or a set of people if Empathizing. Individual's ability to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically, even in emotionally
Inspiring and Motivating	Individual's ability to create enthusiasm, a sense of urgency around on a task/project or achieving certain objectives.

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ANNEXURE	
Behavioural Skill Areas	Description
Flexibility	Individual's ability to respond or adapt to altered circumstances so as to be able to deal with change and withstand and flourish in a dynamic business environment.
Proactiveness	Individual's ability to create or control situation(s) i.e manage risks rather than react or respond to them after they have happened.
Stress Management	Individual's ability to deal with various tasks in a stressful environment and how effectively he/she copes in such a challenging situations
Integrity	Individual's consistency of actions, values, methods, measures, principles, expectations, and outcomes
Individual Social Responsibility	Individual's inclination to work in tasks and projects for the social good, despite the absence of incentive or remuneration towards such activities
Conflict Resolution	Involves methods and processes involved in facilitating peaceful ending of conflict or resolution often arising in a team/group. Involves measures like negotiation, mediation, diplomacy etc.
Perseverance	Quality of persistence in doing something despite difficulty or delay in achieving success
Drive for Excellence	Passion and urge to do every task even better, even if they are already being done in an exemplary way
Mobility	Ability to travel/relocate for business needs irrespective of duration/distance of travel
Body Language	Individual's non verbal communication through gestures and body movements that communicate psychological and behavioural patterns.
Sense of Urgency	Individual's rate of response in dealing with personal and professional endeavours

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About LASSIB Society	
LASSIB Society is a not-for-profit organization focused on 'Nurturing Next Generation Governance Globally'	
<p>Key Facts</p> <ul style="list-style-type: none"> - 19,000+ Certifications - 16,000+ Assessments - > \$500 million benefits delivered 	
For information on LASSIB Society log on to	https://lassibsociety.org/
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