Name: Date:

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**Gaps**

* Take Things Away
* Innovation Creation
* Brand
* Clients for FIC
* Others Performance Management

**Strengths**

* Consequence Decision Making
* Values
* Organizational Skills

**Areas for Development**

* Innovation Creating
* Innovation Implementation
* Brand

**Summary and Recommendations**

* This is a very typical report. Communication of expectations and proactively managing things that will make the noise go away are missing
* The second in command is performing relatively well. Job expectations and the execution of what the SIC does best, is outstanding
* The SIC has a very strong WHY and motivation to do what is right is never in question
* 5 areas that are not seen equally by the FIC/SIC and 7 areas needed to improve to maximize SIC performance. This is a large amount of items that could be making an impact on the FIC and making the noise go away
* We recommend the NRS™ course if 1/3 or more of the items are either gaps in communication/clarity or areas for development. 12 items to improve on communication or execution is certain to bring a large value to the organization
* We need to determine the ROI in these specific areas, begin the class, and monitor the progress