

## CPM Supervisor's Evaluation Report

Applicant Name: \_\_\_\_\_

When a person applies for credentials as a Certified Professional Manager, we, the Examining Board of the CCPC, seek to determine their competence/character and knowledge, by authentication from various sources.

As their Supervisor, we consider your comments very important, because of your first hand observation of the applicant's skills, knowledge and ethical standard. Please provide us with the following information on the basis of your knowledge through supervised work:

<b>ECONOMICS</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate is familiar with analytical tools which are useful to managers seeking to improve firm performance. _____ _____ _____			
2)	The candidate understands key concepts such as determinants of supply demand and market efficiency, industry analysis, corporate diversification and vertical integration. _____ _____ _____			
3)	The candidate understands that there is an over lap between economic and organizational strategy, which take into consideration opportunity costs, marginal and incremental analysis, and transaction costs analysis etc.. _____ _____ _____			



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**CCPC Head Office**

1 Edenmills Drive, Toronto, Ontario M1E 4L1 Canada

Tel: (416) 724-5339 Fax: (416) 724-0884

Email: info@ccpcglobal.com

<b>INFORMATION &amp; COMMUNICATION</b>		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
Provide written comments where possible				
1)	The candidate is able to frame and communicate their idea(s) in such a way that he/she is viewed as credible, viable, appropriate and convincing. The candidate demonstrates effective listening and feedback skills  _____ _____ _____ _____			
2)	The candidate is able to write and present convincing business cases, with work plans.  _____ _____ _____ _____			

<b>BUSINESS MANAGEMENT</b>		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
Provide written comments where possible				
1)	The candidate has been able to demonstrate basic management accounting techniques required to make better management decisions.  _____ _____ _____ _____			
2)	The candidate demonstrates the ability to assist in the transformation of organization culture leading to greater solution focused work.  _____ _____ _____ _____			

<b>STATISTICAL METHODS FOR BUSINESS</b>		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
Provide written comments where possible				
1)	The candidate is able to demonstrate an understanding of quantitative decision modelling analysis, based on any one of the following models; forecasting, decision theory or optimization.  _____ _____ _____ _____			



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2)	The candidate demonstrates understanding for the importance of using organizational process to enable greater solution centricty.			
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<b>PRINCIPLES OF FINANCE</b>		<b>POOR</b>	<b>ACCEPT-ABLE</b>	<b>OUT-STANDING</b>
Provide written comments where possible				
1)	The candidate understands basic financial concepts, terminology and theories, which enable them to develop solutions for financial problems faced in practice.			
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<b>BUSINESS MARKETING</b>		<b>POOR</b>	<b>ACCEPT-ABLE</b>	<b>OUT-STANDING</b>
Provide written comments where possible				
1)	The candidate is familiar with marketing startagies, which establish a dynamic view of product life cycle.			
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2)	The candidate is familiar with establishing the customer advantage including, segmentation, and targeting, positioning, and new product strategy.			
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<b>ENTREPRENEURSHIP</b>		<b>POOR</b>	<b>ACCEPT-ABLE</b>	<b>OUT-STANDING</b>
Provide written comments where possible				
1)	The candidate is able to develop realistic goals while demonstrating creative solutions to new challenges.			
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<b>ADVANCED MANAGEMENT PRACTICE</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	Is the candidate a reflective practioner, whom thinks critically through the art of framing and reframing? _____ _____ _____			
2)	Does the candidate demonstrate a willingness to be adaptable, embrace chaos, see patterns, and have the ability to ask the right questions? _____ _____ _____			

<b>MANAGING PEOPLE/STAFF DEVELOPMENT)</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate demonstrates cooperativeness and enhance communication skills which helps others to Improve the quality of their work through a new interpersonal approach _____ _____ _____			
2)	The candidate helps staff recognize their own strengths and areas for development _____ _____ _____			

<b>HUMAN RESOURCE MANAGEMENT</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate understands the difference between the manager, leader and facilitator roles. _____ _____ _____			
2)	The candidate knows how to build a team, identify different group dynamics while being able to deal with team behaviour. _____ _____ _____			



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<b>MANAGEMENT DECISION MAKING</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate demonstrates the tools necessary to integrate theory and insights from strategy, technology, organization, marketing and entrepreneurship. _____ _____ _____ _____			

<b>ORGANIZATIONAL BEHAVIOUR</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate demonstrates well-developed negotiation, decision making and team building skills. _____ _____ _____ _____			

<b>OPERATIONS MANAGEMENT</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate understands how operations fit into the purpose of the organization. Does the candidate understand how the process view of operations indicates key levers for managing organizations better? _____ _____ _____ _____			

<b>BUSINESS POLICY &amp; STRATEGIC MANAGEMENT</b> Provide written comments where possible		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
1)	The candidate has demonstrated practical analytical techniques for evaluating alternate strategic plans and anticipating the consequences of specific decisions. _____ _____ _____ _____			
2)	The candidate is engaged in determining what activities the firm is involved in and on what scale. How these activities can be organized to optimize the firms performance. _____ _____ _____ _____			



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3)	The candidate understands how the firm weigh the risks and benefits from growth and investment opportunities particularly when market conditions are highly uncertain.  _____ _____ _____ _____			
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<b>LEADERSHIP SKILLS</b>		<b>POOR</b>	<b>ACCEPT- ABLE</b>	<b>OUT- STANDING</b>
Provide written comments where possible				
1)	The candidate understands the socially constructed nature of reality and the responsibility they have in the management and meaning and creation of corporate memory.  _____ _____ _____ _____			
2)	The candidate understands the underlying causes of conflict and demonstrates personal strategies for dealing with difficult situations before they occur.  _____ _____ _____ _____			
3)	The candidate understands the difference between change and transition and has demonstrated strategies for managing change and transition successfully  _____ _____ _____ _____			

Supervisor's Name

Applicant's Name

Supervisor's Professional Qualifications

Supervisor's Address, Phone Number, Email

Please place your report in a separate envelope to be returned with the application.