

# Job Target Profile

## General Manager

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### LOOKING FOR

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#### Captain

A Captain is a problem solver who likes change and innovation while controlling the big picture.

[Learn More](#)

#### Persuader

A Persuader is a risk-taking, socially poised and motivating team builder.

[Learn More](#)

#### Strategist

A Strategist is results-oriented, innovative and analytical with a drive for change.

[Learn More](#)

### THEY

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Intense

Variety

Restless

Opportunities to work at a faster than average pace

Driving

Mobility

Manage multiple priorities

Take the Initiative

Lead the conversation

Explore new frontiers

### NOTEWORTHY BEHAVIORS

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Proactive

Quick to connect

Takes initiative

Fluent

Competitive

Fast-talking

Driven to get things done

Lively

Positive response to pressure

Enthusiastic

### SUMMARY

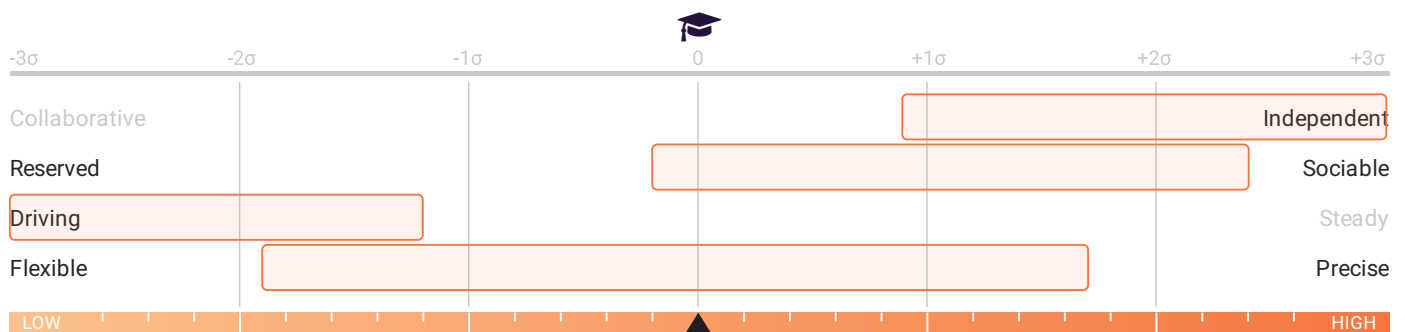
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The focus of this job is on achieving results which are aligned with the larger picture of the organization and its strategic goals. Initiative, coupled with a sense of competitive drive, and the ability to stay focused on results despite changing conditions, is the key to achieving the performance objectives of this job. Because

environmental and organizational conditions change rapidly, the work involves innovation and creativity in generating ideas for quick response. Decision-making is focused on implementing practical, timely solutions. The job requires getting things done quickly and handling a variety of activities. Self-assurance, and the confidence to purposely drive toward results while constantly problem-solving and engaging the commitment of others is essential. A leadership style that is firm and goal oriented, and yet motivates, trains, and engages others in an enthusiastic way is important. The emphasis on building rapport and relationships with individuals and groups requires an outgoing, poised and persuasive communication style. Because the pace of the work is faster than average, the ability to learn quickly and thoroughly while continually recognizing and adapting to changing conditions is critical. The scope of the job may require effective delegation to proven people. Especially routine and repetitive details should be delegated but with responsibility for follow up and accountability for timely results. While the job requires the ability to act independently, a sense of urgency and the confidence to handle a variety of challenges, a full commitment to the success of the business and high standards of achievement are expected in this position. The emphasis is on results, and effective systems that achieve results through and with people, rather than on the details of implementation. The job environment is flexible, constantly changing and provides growth opportunity, recognition and reward for the achievement of business results.

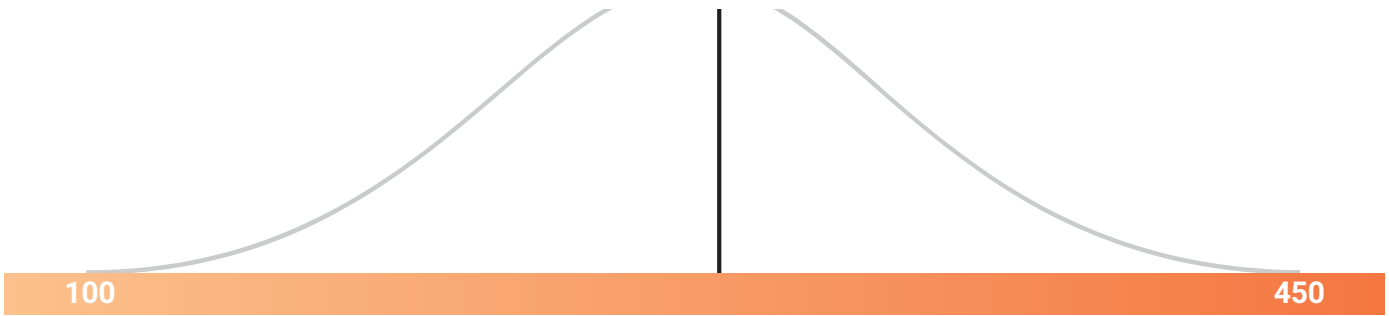
## JOB CHARACTERISTICS

- Sense of urgency for goal achievement Varied activities Multiple, simultaneous projects Multi-tasking Fast-paced environment
- Results focus Idea generation, innovative and creative problem solving Rapport and relationship building focused on achieving results Engage commitment of others
- Problem solving orientation
- Risk taking
- Action-oriented and somewhat collaborative decision-making
- Quick decision making in response to changing conditions
- Extroverted, confident, enthusiastic, persuasive Influences, stimulates others to action Collaboration focused on results
- Authoritative leadership based on generalist expertise, knowledge of systems
- Directive leadership to assure business results are achieved
- Delegation of details as necessary, with follow up on timeliness and quality
- Accountability for results



## COGNITIVE TARGET





The ideal General Manager candidate will have a score of at least 250 on the Predictive Index Cognitive Assessment.