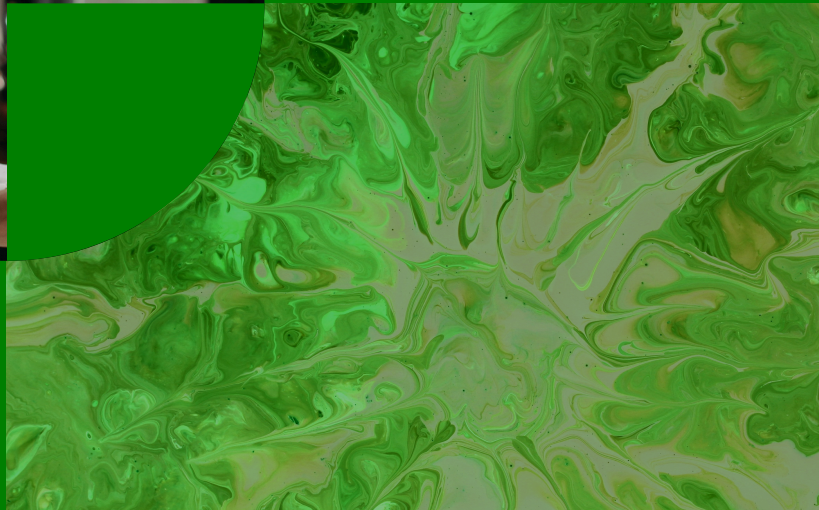


360 FEEDBACK DEVELOPMENT



Using a 360 degree feedback tool as part of a broader leadership development process is an effective way of identifying important focus areas.



LEADERSHIP DEVELOPMENT BENEFITS

- Allows feedback to be received from a range of stakeholders including peers and direct reports.
- Develops awareness of individual strengths and weaknesses which can be used to facilitate development.
- Establishment of a dashboard to which leadership outcome data can be added to enable the continued development of benchmarks as the organisation changes.
- Can set learning objectives for areas that have previously been unidentified.
- When combined with workshops, can provide the knowledge and insights that change behaviour on a permanent basis.

Feedback → Appraisal → Development →

LEADERSHIP DEVELOPMENT PROCESS

A 360 degree assessment enables practical and relevant feedback to be provided to participants from a range of sources relevant to their role. This allows raters a chance to provide feedback that they normally may not be able to, and gives the participants a realistic appraisal of their commonly perceived strengths and areas for development. This process also allows group trends to be identified.

1 Assess

- Conduct 360 degree assessments with leadership group.
- Tailored to meet relevant needs.

2 Review

- Provide individual feedback to participants.
- Identify individual development needs.

3 Analyse

- 360 data for group is analysed for trends.
- Key group strengths or development areas identified.

4 Decide

- Select key group strengths or development areas for development.
- Can include needs outside of 360 analysis.

5 Develop

- Conduct leadership workshops focusing on key development areas from the 360 analysis and other relevant factors.

6 Evaluate

- Evaluate leadership effectiveness periodically.
- Conduct an additional 360 review after a suitable interval.