

360 Degree Feedback

Understand yourself, your team and benchmark with others through detailed feedback.



Why invest in 360 degree feedback?

360-degree feedback assessments are a powerful tool for unlocking the full potential of your workforce. They offer critical insights that accelerate cultural change, enhance talent development, and improve team dynamics and leadership effectiveness. By comparing self-perceptions with how others view you, these assessments provide a comprehensive picture that can significantly elevate performance across all levels of leadership and management.

Implementing a 360-degree feedback process can be highly effective whether it's integrated into leadership development programmes, performance management, individual coaching sessions, or specific training initiatives. This approach not only identifies strengths and contributions but also pinpoints areas for rapid development and increased impact, potentially saving both time and money.



Comprehensive 360° Assessments and Custom Solutions

Our suite of ready-made 360° assessments covers a broad spectrum of organisational needs:

- Executive Team
- Leadership
- Managers
- Universal
- Coaching Effectiveness
- Team Effectiveness



For a tailored approach, we assist in crafting bespoke tools that resonate with your organisation's unique values, leadership behaviours and competencies. It is possible to design a bespoke questionnaire from the ground up or adapt and integrate your competency development framework within our established questionnaires for a more personalised solution.



Our off the shelf 360° assessments



Executive Team

The Executive Team 360° is designed to focus on the senior executive roles within an organisation more dependent on positive internal and external impact, and a high stakeholder profile.

Includes leadership, team focus and a realistic level of pragmatic thinking together with commercial acumen.



Leadership

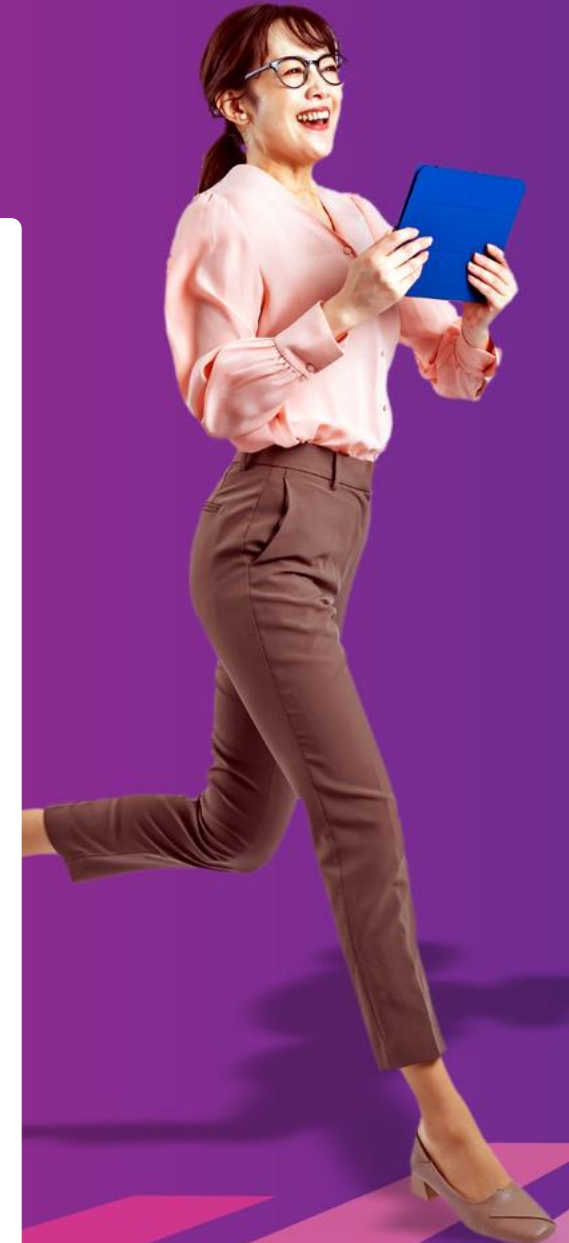
Designed to draw attention to more strategic and transformational skills rather than just operational focus. Assumes some commercial focus and corporate citizenship within the wider organisation plus market environment awareness.

Also includes team and people building as well as more hard-edged results orientation.



Managers

Designed to focus on critical aspects of people management; supporting the development of direct reports and the wider team, being able to execute effective performance management processes and having the highest level of integrity.



Our off the shelf 360° assessments



Universal

Known as the Great 8, designed to assess 8 core areas of skill for aspiring managers and supervisors.

The 8 aspects are:

- Lead & Decide
- Support & Cooperate
- Interact & Present
- Analyse & Interpret
- Create & Conceptualise
- Organise & Execute
- Adapt & Cope
- Enterprise & Perform



Coaching Effectiveness

Designed to evaluate the competencies of in-house professional coaches or managers with a coaching orientation.

It focuses on their ability to use a coaching approach as part of their day-to-day leadership style and exemplify coaching skills in their roles.



Team Effectiveness

The Team Effectiveness 360° Assessment is tailored to evaluate the performance of team and project leaders, with a focus on the essential qualities required for outstanding team and project delivery.



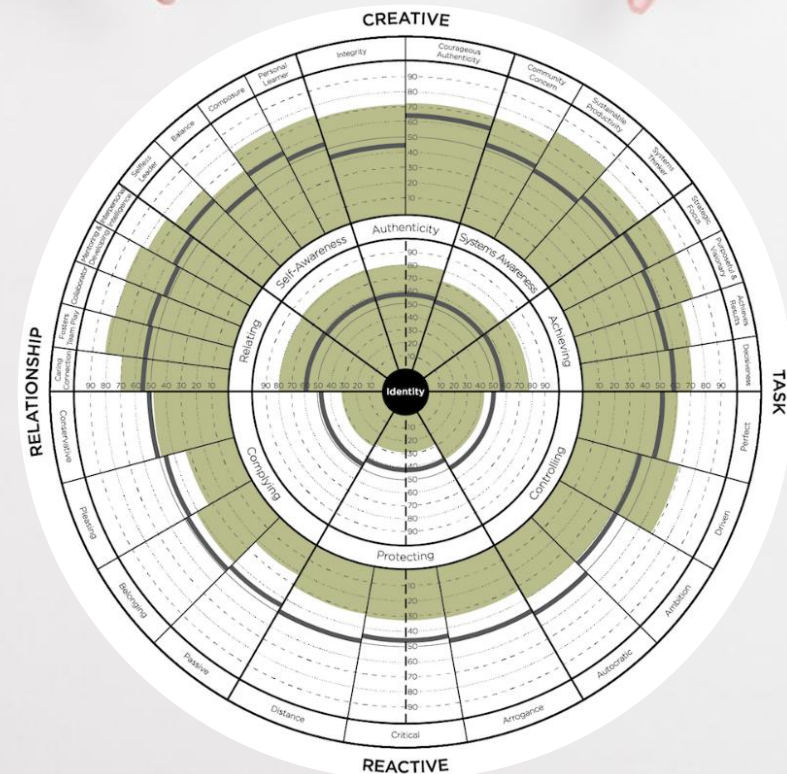
The Leadership Circle Profile™ (LCP)



The Leadership Circle Profile™ (LCP) offers a comprehensive and insightful snapshot, empowering leaders to reflect on a pivotal question: “How are my behaviour and mindset currently aiding or inhibiting my intended leadership impact and our organisation's performance?”

Distinct from conventional assessments, the LCP provides a dual-axis evaluation framework, assessing both Creative Competencies that drive higher effectiveness and Reactive Tendencies that could potentially impede it. Leaders receive a clear, actionable profile that not only positions their capabilities within the context of their immediate work environment but also benchmarks them against an expansive global leadership database.

This thorough comparison equips leaders with the self-awareness needed to foster their development in alignment with global leadership standards, thus enabling a more profound and measurable impact on business performance.

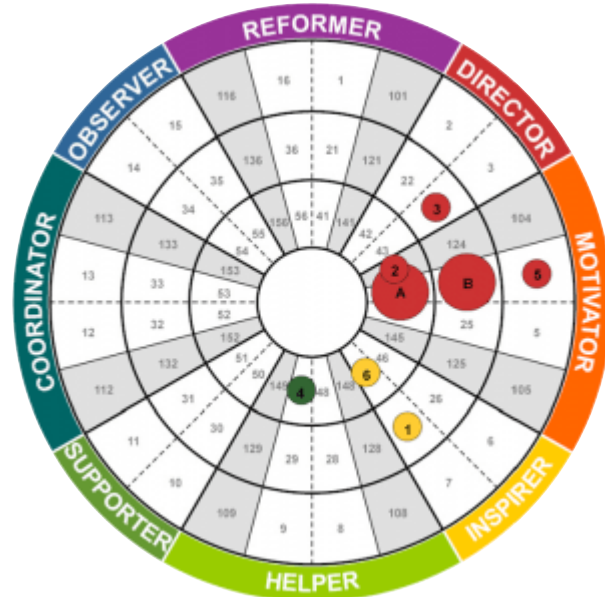


Insights Discovery® Full Circle

Insights Discovery® Full Circle is an essential tool for revealing the real perceptions team members and stakeholders have of one another.

Understanding these perceptions is crucial for gauging team effectiveness and harnessing the full potential of group dynamics. By spotlighting the intricacies of how team members interact and view each other's roles, this tool lays the groundwork for robust action plans aimed at deepening relationships and enhancing teamwork.

It's a key step towards fostering a harmonious and productive workplace where every team member's contribution is understood and valued, driving collective success.



Unlock your team's potential

For more information on how our 360° assessments can benefit your team, or to discuss creating a customised solution that aligns with your organisational needs, please don't hesitate to get in touch. Contact us today to start a conversation that could transform your team's performance and productivity.



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