MAXIMIZING YOUR INVESTMENT IN 360-DEGREE FEEDBACK

- "Self awareness is the cornerstone of development"
- Center For Creative Leadership

Research Fact

67% of the most effective development comes from challenging assignments & role models.
Center For Creative Leadership (US)

CUSTOMISED 360-DEGREE FEEDBACK SURVEY

- •Research based
- •All Leadership Roles from the CEO down
- Aligned to (your) Leadership Capability or Competency Framework

SMART DEVELOPMENT

 Development strategies – new job assignments, existing job challenges, role models & coaches, ongoing feedback, training & reading

FACILITATED LEARNING

- •Comprehensive report to facilitate insights
- •Reflective, learning process
- Professional feedback debrief

DEVELOPMENT ACCOUNTABILITY

- •Individual determines development actions in response to feedback
- •Individual implements "My Development Plan" (online tool or paper based)

Best Practice 360-Degree Feedback Surveys, Systems, Practices

www.onlineHRsolutions.com

- ♦ Since 2000 we have been working with our clients to implement best practice 360-degree feedback solutions, systems & practices
- ♦ As we do not subscribe to the maxim that "one size fits all", we create customised, best practice 360-feedback surveys that measure your leadership capabilities, competencies or core values
- ♦ Our surveys are underpinned by contemporary leadership research
- ♦ Feedback reports are designed with the individual in mind
- Qualified (feedback) delivery is strongly recommended. We can provide or train facilitators to support individuals with interpretation, feedback ownership & commitment to act
- ROI comes from the individual formulating & implementing a plan for change and we offer an online "My Development Plan" to capture development actions and monitor progress
- The average response rate to our 360 surveys is 95% reflective of high trust & willingness to provide developmental feedback

www.onlineHRsolutions.com

Penny Sahinis, Director willbak.com Pty Ltd Phone: 0419 718 898 E-mail: penny@willbak.com.au

We Make A Difference | We Believe In Partnerships