

*360 DEGREE
ASSESSMENTS*



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“The 360-degree review tool is a proven reliable and valid measure of manager, peer and subordinate feedback with respect to the individual’s leadership capability. It provides the individual with feedback around determined core capability areas and allows the individual to view others perceptions against their own self assessment scores.”

Locher utilises a best practice 360-degree review tool that is supported by sound validity and reliability data. The Locher 360-degree assessment tool is individually tailored to measure individual or specific organisational leadership capabilities.

Benefits of 360-Degree Assessments for organisations

- * Reinforces the importance of values and behaviours to the organisation’s success
- * Can identify trends within Senior Management teams regarding overall strengths and gap areas
- * Promotes a climate of openness
- * Links ongoing performance development and leadership development
- * Fosters stakeholder involvement, conveying the message that development is valued by the organisation

Benefits of 360-Degree Assessments for individuals

- * Provides valuable information from a number of sources
- * Reinforces behaviours which are aligned to organisational goals and values
- * Enhances self awareness and can provide impetus and focus for change

Competency Development for 360 assessments

Through close collaboration, we first determine which competencies are most important to your organisation and a tailored Leadership Capability Profile is then developed. Each competency incorporates a detailed definition and measurable behaviours.

The 360 Degree Review process

Individual assessment is undertaken to identify areas of strength and areas for leadership development, measuring individuals against the agreed competency framework. This will allow both qualitative and quantitative data to be collected for each participant. The process involves:

- * Participant and manager nominations for feedback providers
- * Distributing the questionnaire to the participant, manager, peers, subordinates and customers who will provide feedback
- * Providing reminders to non-responders after one week
- * Collating all responses
- * Producing a tailored 360-degree feedback report for the participant.

360-degree feedback report and verbal feedback session

Following the assessment process, each participant engages in a one-on-one Development Feedback session. Locher’s development coaches have extensive expertise in the provision of development feedback. The goal of this session is to provide constructive and meaningful 360-degree assessment feedback and to work with the participant to develop an Individualised Development Plan - forming a “road map” for individual development over the next 12 months.

Value Adds to the Client Organisation

When undertaking 360-degree assessment for multiple staff, Locher is able to provide your organisation with a comprehensive analysis report, identifying:

- * Key strengths of the participant group by competency
- * Key development areas of the participant group by competency
- * Trends identified from the data

Recommended areas for training and development

Locher will provide meaningful recommendations, allowing you to determine appropriate avenues to target development areas both for individuals and the participant group.