

Are you looking for feedback to enable a leadership development programme?
Is your organisation transitioning through a time of flux and change?
Are you informed on how to achieve higher performance for your organisation?

360 feedback

Performance can only reliably improve with feedback. We know this to be true, whether that feedback comes in the form of a casual 'job well done' chat at the water cooler or a structured process such as our People Business 360, feedback is key.

Our 360 tool has been designed for development and not specifically for assessment and selection. It helps to:

- **highlight strengths:** it's a means to seek clarification on strengths enabling managers and leaders to leverage them to achieve improved performance
- **identify blind spots:** with the diversity of feedback that the manager or leader receives they gain rounded insights on areas which need development.

Why People Business 360?

- It focuses on aspects of behaviour that are relevant at all management levels in all sectors
- The online tool allows people to give a combination of 'ratings' with descriptive text
- The report generated presents feedback in a way that managers and leaders can easily identify strengths and blind spots, and prioritise areas for action
- The report is delivered during a confidential debrief session with one of our consultants where the areas of strength and development can be discussed in more detail.

How it works

1. Initial commissioning conversation to agree timeline and 360 details
2. Briefing for those who are the subject of the process
3. Launch the People Business 360 - usually completed within two weeks
4. Confidential one-to-one debrief of the report to help understand and prioritise areas for action

People Business 360 categories for feedback

