

## **360 Degree - Performance Feedback Workshop** **...critical feedback from stakeholders that matter**

### **Workshop Overview:**

**360-degree Performance Feedback Workshop** is a half-day session that is designed for a group of individuals who are participating in one of our 360-degree feedback programs. During this session, each participant receives his/her personal feedback reports and a personalized **360-degree Feedback Guide**. Using this Workbook, participants are guided through a step-by-step, confidential analysis by the workshop leader. Based on this feedback information, each participant will understand his/her strengths and development needs on each competency, as perceived by each rater. Next, a summary report is created that provides composite feedback from all raters. Before the session ends, the participants begin creating their development action plans. Post-session, action plans are finalized and integrated into performance goals.

The following 360-degree surveys are offered:

### **Leadership Assessment Survey**

For executives, team leaders, middle-level managers, supervisors, general managers, sales managers. Helps those in a leadership role understand clearly and objectively their influence and impact on others. Measures 16 competencies and 96 behaviors.

### **Management Development Survey**

For first line supervisory and managerial personnel. Measures seven critical managerial skill competencies and 46 behaviors and practices.

### **Individual Development Survey**

For all individual contributors. Measures 11 skill competencies and 60 behaviors and practices.

### **Sales Development Survey**

For sales representatives and account executives. Measures 11 key sales skill competencies and 70 practices that are associated with excellent selling outcomes.