

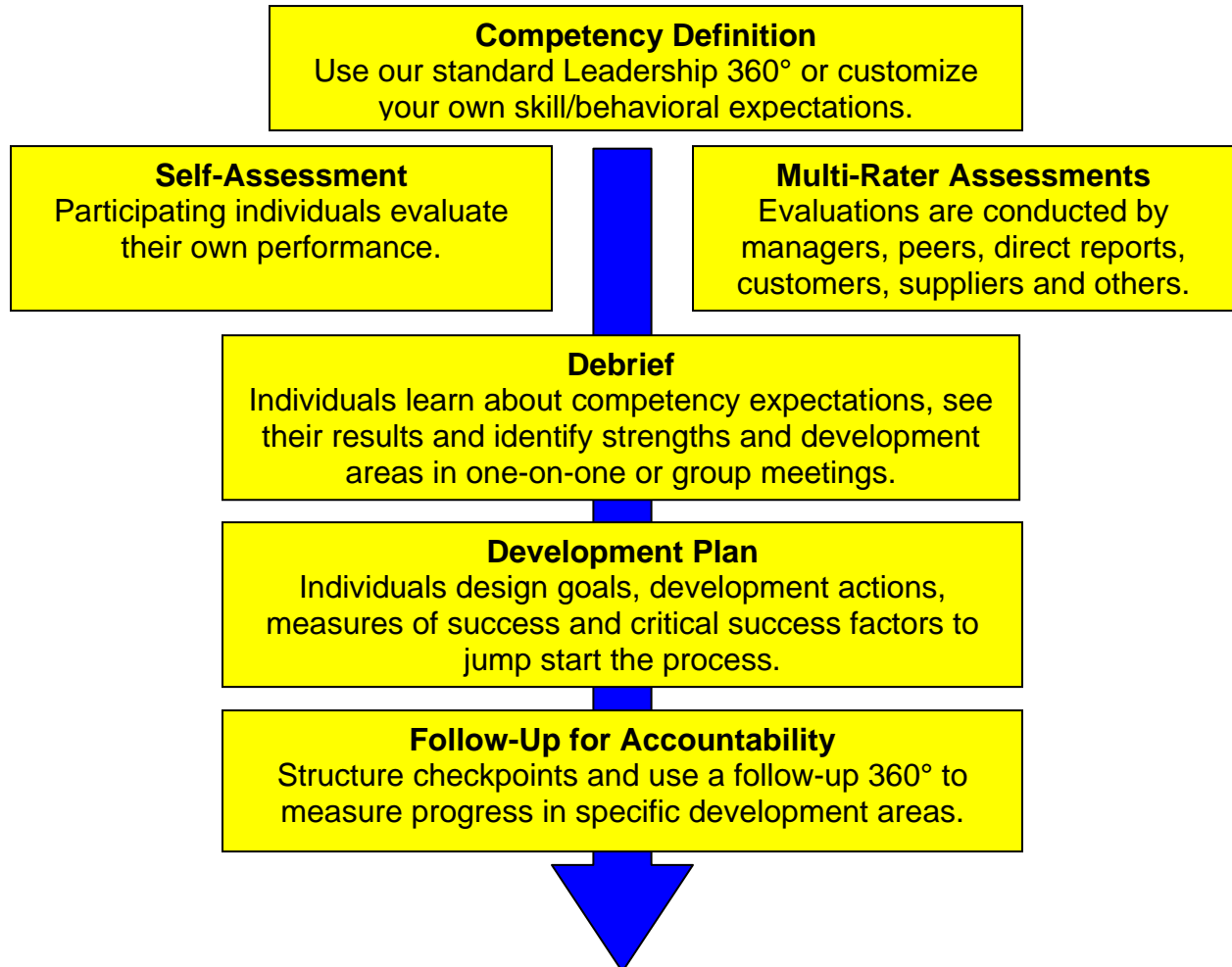
Leadership 360°

360° feedback is a powerful tool used to provide deeper understanding of strengths and non-strengths to enhance leadership development. Research indicates that collecting information from a variety of people with different perspectives increases the objectivity and validity of the feedback experience. Individual “buy-in” also increases, generating commitment to personal development and increasing the likelihood of improved performance.

The *Leadership 360°* accelerates change in performance by:

- Clearly defining leadership skills and behavioral expectations.
- Increasing self-awareness of strengths and non-strengths.
- Establishing a framework for development planning.
- Creating a support team among managers, peers and direct reports.
- Defining benchmarks to measure behavioral improvement.

How the Leadership 360° Works



Our Standard Leadership 360°

Sometimes organizations don't have the time to invest in competency definition or they just want to sample the 360° process with one or two participants. That's why we've created our standard *Leadership 360°*. Based on researched leadership models, we've created a tool using five leadership dimensions:

Visionary Dimension	Results & Quality Dimension	
Passion for the Business Strategic Thinking Change Driver	Performance Focus Planning Decision Making	
Relationships Dimension	Team Dimension	Emotional Dimension
Communication Customer Focus Talent Management	Team Player Team Builder Influence	Self Awareness & Control Self Confidence Empathy

Why Work With Performance Partners

We focus on delivering HR solutions that drive business results. Our Core Values include providing the best service and products that meet your needs.

- We recognize that there are many widely accepted leadership models. Or, perhaps you have your own definition of what a leader should be. That's why our *Leadership 360°* competencies are completely customizable.
- Couple the *Leadership 360°* with our self-assessment tools such as the Workplace Big Five Profile or DiSC Personal Profile to build self-awareness and create a non-threatening environment for sharing results.
- Combine the results of multiple participants to conduct a group needs analysis and identify organizational development initiatives.
- Our reports are simple, graphical and easy to interpret. We don't overwhelm participants with data.
- The process is completely web-based and email enabled or you can complete the assessments on paper.

Contact us today to begin the *Leadership 360°* process at your organization.