

Leadership Assessment

Research has demonstrated that one of the most effective methods for improving leadership performance is through the use of **360 degree survey** feedback. This tool enables leaders to understand how key stakeholder groups (i.e., Manager, Peers, Direct Reports, Others) perceive their leadership effectiveness as well as comparing how self-perceptions compare with these key groups. We often use the 360 degree tool as a stimulus for change and to help prioritize where crucial development should focus in order to build performance and impact. Our “surround sound” approach, having multiple raters participate in making assessments, is a valuable tool that is most often deployed as part of our coaching and leadership development processes.

Leadership Framework

Based on our 30 years of experience developing leaders, our experts have created a leadership framework as the basis of executive development and leadership performance. Our clients can **customize** the 360 degree tool to add their particular leadership competencies and unique needs to our leadership framework. Our technology platform provides for ease and flexibility in the design of the 360 degree tool.

Survey Process

All of our surveys are delivered and administered online via the internet and all aspects are fully automated.

Feedback Process

Feedback reports are provided to the leader and can be printed and shipped to the client or delivered electronically. Our survey process enables different options for configuring the feedback report and we customize these to meet the client’s unique needs. We have certified coaches available that can assist in the feedback process, development planning, and on-going coaching for leaders.

The basis of our leadership performance coaching typically centers upon the following leadership competencies:



Benefits

Leaders who:

- Recognize and capitalize on their strengths
- Set goals and follow a development plan
- Can rise to evolving responsibilities and the challenges involved
- Motivate others to achieve extraordinary results
- Can pinpoint, internalize and minimize possible derailing behavior

Contact us for more information!

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