



Fast Tracking Leadership Development

A 360° leadership survey facilitates a comprehensive review of leaders at any level of management, providing internal and objective feedback regarding key people within an organisation. It reveals strengths and development opportunities that are specific to the organisation and provides powerful insights into management performance.

The 360° leadership survey is essentially a profiling instrument that gives individual managers constructive feedback and optimises performance development planning through the provision of specific recommendations. Feedback is provided by subordinates, peers, and supervisors. The process provides anonymity for respondents and is a powerful tool in assisting leaders to develop a self-awareness of their leadership style and the opportunity to improve.

At HR Business Solutions, we regard the 360° leadership survey process as a key leadership development strategy. Recommendations obtained from 360° feedback lead to positive changes in performance and job satisfaction as employees acquire a powerful insight into their own strengths and a better view of how they are perceived within the organisation.

The 360 leadership survey can be customised to measure behaviours that are relevant to your organisation. However, we recommend measuring the following key leadership competencies:

- Building and promoting teamwork
- Direction and consultation
- Emotional resilience
- Problem solving/decision making
- Motivation and empowerment
- Communication style
- People focus
- Vision

Once the 360 leadership survey has been completed, one of our experienced consultants will provide the manager with the feedback by way of a coaching meeting. At this meeting an individual development plan will be documented aimed at improving future leadership performance.