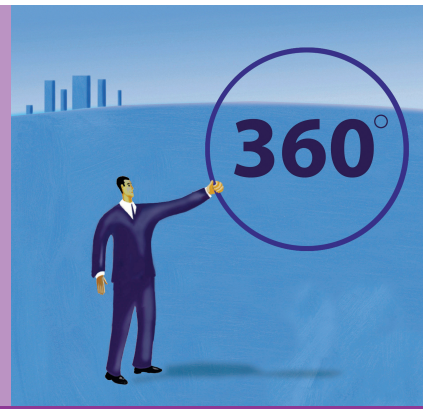


# 360 Degree Feedback



“ Talent for Growth helped me implement a very successful pilot for 360 degree feedback across the University. As a result, we have embedded the tool into our leadership and development offering. I am very happy with the service offered by Talent for Growth and would recommend this approach to others.

ANNETTE GIMBERT, DIRECTOR OF PEOPLE ENGAGEMENT, BUCKS NEW UNIVERSITY ”

## Why use 360 degree feedback?

360 degree feedback, implemented well, can be transformational for people and organisations because:

- It's **targeted, powerful personal development**  
– giving individuals instant clarity of strengths and areas for development
- It's quick and efficient yet robust and reliable
- It **encourages a feedback culture which drives continuous improvement**
- Done well, it leaves participants engaged and motivated; they become ambassadors for others
- Organisations gain accurate visibility of collective strengths and weaknesses for future investment

## How we help

### 360 Degree Feedback Programmes

We've delivered a large number of 360 degree feedback projects to a variety of clients in the UK and overseas. Our approach is one reason for our success and differentiates us from many other providers.

We create 360 degree feedback programmes that deliver significant benefits to both individuals and the organisation. **Engaged and enthusiastic participants, keen to act on their feedback, results in sustained improvement and stronger organisation capability.**

Our principles for delivering 360 degree feedback programmes include:

- A tailored approach aligned to your organisation's culture, maturity and objectives
- A 360 degree feedback questionnaire based on your organisation's competencies; giving instant credibility, **evaluating the right behaviours and providing high value data**
- Bespoke, branded documentation and guides, to support both participants and feedback providers
- Data rich but easy to interpret reports
- A world class, user-friendly and self-managing online 360 degree system – **TalentBuilder 360**
- Full project management and administration support or we'll train you to manage the process
- **High value aggregate management reports** showing patterns and generic strengths and gaps
- Providing all this for exceptional value – our prices are extremely competitive

## 360 Degree Feedback Coaching

The quality of 360 degree feedback coaching dictates whether the experience is transformational or mediocre. Our highly skilled and experienced coaches ensure that participants are **engaged and motivated** to build on the feedback and **take responsibility for their ongoing development**.

Providing the right balance of challenge and support, our feedback coaching **inspires and energises** participants every time.

## 360 Degree Feedback Skills Training

We want to leave clients with tools and skills to continue the 360 degree feedback work we've done together. Creating dependency on us as the 'experts' is never part of our approach; we want to **build internal capability and confidence**.

**Helping you reduce costs** by developing your in-house capability, we provide training, coaching and support to internal leaders, managers and HR teams. This enables them to facilitate powerful and transformational 360 degree feedback conversations, and **build relationships across the business**.

## 360 degree feedback in action



**"On the success of the pilot, we have embedded the tool into our leadership development offering."**

*ANNETTE GIMBERT, DIRECTOR OF PEOPLE ENGAGEMENT*

We provided a complete, tailored 360 degree process which has been established for several years. We designed a bespoke questionnaire, ran briefings and delivered powerful feedback meetings with participants.



**"World Fuel Services views Talent for Growth as a partner to WFS."**

*SILE KIERANS, HR MANAGER, EMEA*

We designed a bespoke leadership 360 degree questionnaire as the start point for a development programme. We delivered individual feedback meetings which produced a development plan to give additional focus on the programme.



**"Talent for Growth's administration of the tool has been excellent as queries and issues have been responded to in a friendly and professional manner."**

*PENNY LEE, INTERIM TEAM LEADER, OD AND L&D SERVICE*

We supply Lincolnshire County Council with a tailored questionnaire and full 360 degree feedback administration to support management training programmes and individual development.

### About Talent for Growth

We are leadership development specialists with expertise in developing leaders and teams using a variety of tailored, flexible and memorable solutions.

### Want to know more?

Take a look at our website at [talentforgrowth.com](http://talentforgrowth.com) for more information about our wide range of 360 degree feedback solutions and services, more case studies and client testimonials.

Contact us today on **01647 277 709** or [enquiries@talentforgrowth.co.uk](mailto:enquiries@talentforgrowth.co.uk) for an informal, no obligation conversation, or visit our website at [talentforgrowth.com](http://talentforgrowth.com) for information about other development solutions.

