

360° Multi-rater Leadership Development Assessments & Coaching



Overview

Helping employees understand their strengths and weaknesses and providing opportunities for them to obtain training and coaching where needed is an important aspect of maximizing your investment in one of your most valuable assets: human capital. While traditional performance evaluations only provide feedback from an employee's supervisor, 360° Multi-rater Leadership Development Assessments solicit input from the employee and from all categories of people who interact with the employee: superiors, subordinates, peers and, where appropriate, customers. In concert with leadership coaching, our 360° Multi-rater Leadership Development Assessment provides the tools necessary for participants to become more effective leaders.

Design Process

Opinions Incorporated 360° Multi-rater Leadership Development Assessments are customized to meet the needs of your organization. The survey instrument is built from a catalog of well-tested questions in nine categories/competencies. One of our organizational development specialists will work with you to design your assessment to meet the specific needs of your organization, using catalog and/or custom developed questions as needed.

Administration Methodology

Our assessment can be administered on-line, by paper or a combination of both. Optionally, a sampling of the participants can be interviewed to construct a richer picture of the individual's current performance, providing additional context and texture for discussing the feedback with the employee.

“If you really want to know how your behavior comes across to your colleagues and clients, stop looking in the mirror and admiring yourself. Let your colleagues hold the mirror and tell you what they see.”

Marshall Goldsmith in “How to Learn the Truth About Yourself”, Fast Company, October 2003

Coaching

We offer experienced and professional leader development coaching to help leaders develop critical skills based on the feedback received. Our coaches are organizational psychologists with many years of experience across industries working with leaders at all levels of the organization. Coaching is a recommended component of our 360° Multi-rater Leadership Development Assessment that maximizes the value of the feedback.

Results

The results of your 360° Leadership Development Assessment will be delivered to you in the Interactive Report Viewer™, an application that resides on your PC. If you choose to have one of our organizational development specialists help you analyze the results of your assessment and recommend development plans, you will receive a narrative report containing the analysis and recommendations in addition to the IRV™.

The IRV™ is a powerful tool that enables you to review the results in a variety of ways and generate many different reports. You can specify the sort sequence of your data and filter the results. You can choose from six different report styles. You can analyze the results by individual or compare the results of many individuals. You can create subsets of individuals being assessed to identify patterns and to use to design training approaches. If you have historical data for the individuals being assessed it can be included in the IRV™ to allow longitudinal analysis of the individual's progress.