



PeopleTech

Leader 360

Unleash the Wisdom of the Crowd

- Anonymous & Automated Feedback
- 360 Evaluation by Peers, Managers and Direct Reports
- Quantitative & Qualitative Assessments
- Comprehensive and Personalized Report
- Comparison to Other Leaders
- Comparison to Self-Rating

A division of Learning Impact NG

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Overview

We all recognize that “everything rises and falls on “leadership” and that the effectiveness of leadership determines the success of our organizations and communities. It is therefore important that we take time to measure the effectiveness of our leaders and give them feedback on their leadership capabilities. Without this, our leaders and our organizations may be groping in the dark and inflicted with cuts and bruises as we journey towards our goals and successes.

Why Leader 360?

To support leaders and organizations on the journey, Leader 360 provides us with the opportunity to evaluate our leaders and give them developmental feedback on their leadership capabilities.

It's not just an evaluation of feedback from the leader's line manager that can be one-sided and arguably subjective, this is a 360-degree feedback that taps into the wisdom of the crowd – which significantly reduces the subjectivity and bias of the single-sided story from leadership evaluations by one person.

Leader 360 not only eliminates bias, but it preserves anonymity and the sincerity of ratings and feedback; it is automated and simple to use; it provides a personalized report with details and comparative analysis that increases self-awareness; and it provides qualitative feedback that is actionable.

What are We Measuring?

Leader 360's evaluation focuses on four areas of leadership capabilities – leading self, leading others, leading results, and leading transformation. The insights and perspectives from the report will provide a chance for leaders to look into the mirror, increase their self-awareness and develop action plans to improve in these four critical areas. It can also help your Talent Development Professionals to identify specific interventions (coaching, training, and mentoring) to support your leaders and ensure that your talent development investments are well-aligned to the real needs of your leaders and deliver a positive Return on Investment (ROI).

It is also a powerful tool to support leaders who are transitioning from one role or team to another or even to assess first time leaders and supervisors.



Unleash the Wisdom of the Crowd

Reach out to our People Technology Consultants at PeopleTech Solutions to get a sample 360 Report and explore the process of setting up a Leader 360 evaluation for your leaders. We can also customize the evaluation to align with your organization's specific leadership capabilities or core values. It is an affordable, customizable, and automated solution that offers priceless value to your leaders and your organization – *the wisdom of the crowd.*

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