

---

# 360° Feedback Programs

Are your leaders exhibiting the behaviours necessary to achieve your business goals?

---

ORGsight

[www.orgsight.com](http://www.orgsight.com)



## Our 360° Feedback Programs

The ORGsight 360° tool is underpinned by an evidence-based, best-practice approach to leadership development, and utilises a behavioural competency method linked to the improvement of leadership capability.

Our methodology allows for the valid measurement of individual and team-based leadership capabilities. Our tool includes open-ended items for each competency and the opportunity for raters to provide further insights through general feedback.

### 360° FEEDBACK PROGRAMS:

- Support individual leadership development
- Identify leader strengths and performance needs
- Increase leader self-awareness
- Improve leadership team functioning and effectiveness
- Encourage sustainable positive behaviour change
- Support performance appraisal processes

Our 360° programs are suitable for leadership teams of varying levels and sizes. Our programs can also be extended to include team members (non-leaders\*) to provide valid insights into both individual and team functioning and assist managers in understanding the needs and strengths of their employees, and how to better manage, engage and motivate them.

*\*For non-leader programs please contact for pricing information.*

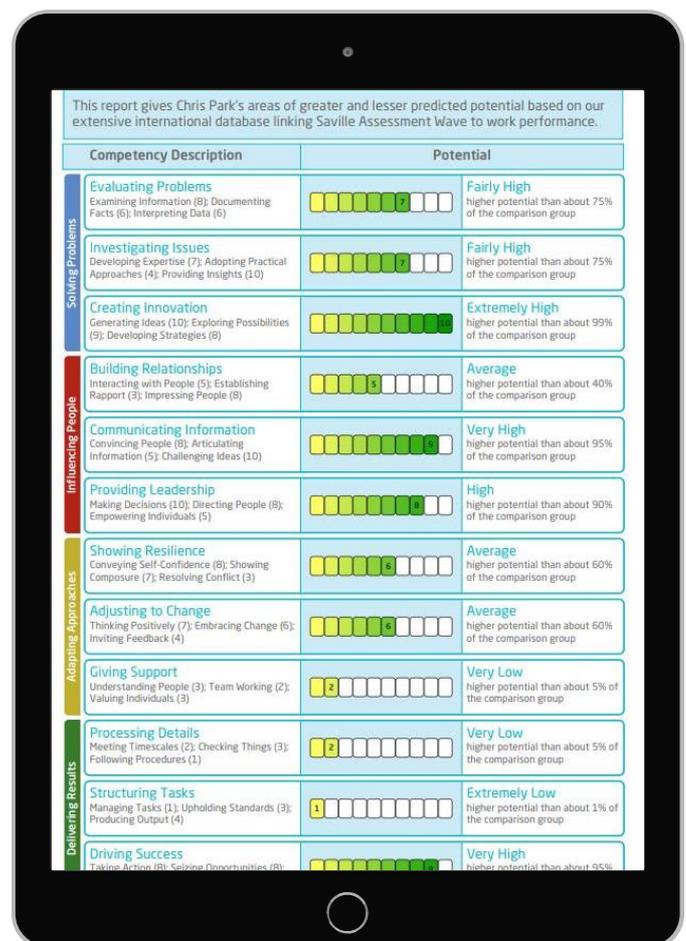
# Saville Wave Professional Styles

Saville assessments are built around one integrated model based on a rich understanding of personal motives, talents, competency potential and preferred culture.

Research has demonstrated that the Wave possesses the **highest validity** when compared to the MBTI, DISC, OPQ, 16PF, NEO, and Hogan\*. Its scoring format is the **best available to forecast workplace performance\*\***.

Undertaking the Saville personality assessment in conjunction with 360° feedback provides a broader and more thorough understanding of the leader's strengths and opportunities for growth, and aids in the development of necessary self-insight of one's own leadership behaviours and competencies.

This is useful for leadership development activities as it can help leaders to understand how they are motivating, engaging and encouraging performance in their employees and team members.



\*Project Epsom: How Valid Is Your Questionnaire? (2008) \*\*European Journal of Work and Organisational Psychology (2014); No. 1, 3-30



## Reports & Debriefs

Feedback is an integral part of the process and in-depth debriefs are conducted with each employee to help build self-awareness, interpret reports, and identify individual strengths and development areas. Group feedback sessions are also available to support teams in better understanding their results.

### 360° Feedback

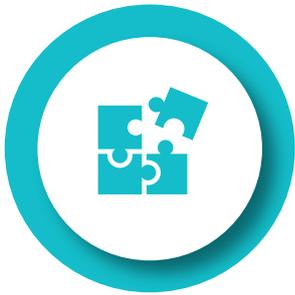
- Highlights individual performance across multiple competency areas.
- Supports individual development planning and coaching discussions.

### Saville Wave

- Highlights individual strengths and development opportunities linked to role requirements.
- Explains likely potential for competency development.

Both reports are used to inform individual development plans and optional ongoing coaching goals in order to effectively develop leaders and teams. Team reports can be developed to better understand team functioning and overall, group-based areas for improvement.

# Our 360° Feedback Program Process



## Stage 1 – Competency Mapping

Mapping of competencies to your existing internal leadership framework or the scoping and development of a custom framework.



## Stage 2 – 360° & Saville Assessments

Participants nominate raters (manager, peers, and direct reports) and complete their self evaluation and personality assessment. The data from both reports is then aggregated and used to inform debrief sessions and optional coaching.



## Stage 3 – Debrief sessions

One on one debrief sessions will deep dive into the results of the 360 and Saville assessments to highlight strengths and opportunities for development.



## Stage 4 – Coaching (Optional)

One on one coaching sessions can support leaders to further work on their individual development goals and can be provided on an ad hoc or ongoing basis.



Get in touch with us today to discuss  
your leadership 360° feedback program.

ORGsight

[info@orgsight.com](mailto:info@orgsight.com)

[www.orgsight.com](http://www.orgsight.com)