

360° MANAGEMENT REVIEW



What it is

An easy-to-administer questionnaire for comprehensively reviewing leaders at any level of management. It captures confidential feedback from the individual manager, their own manager, their peers and direct reports. This provides a measure of the individual's attitude, behaviour and performance.

WHAT IT DOES

- Asks questions in plain English
- Provides anonymity for respondents
- Uses an eight-point scale so that strengths and shortcomings can be easily identified
- Gives the individual manager constructive feedback about their performance
- Sets priorities for improvement

360° REVIEW

WHAT YOU GET

A profiling instrument that:

- is easily administered on paper or online
- solicits quantitative, qualitative and written feedback
- provides powerful insights into management performance
- fast-tracks performance development planning

A plain English, user-friendly final report on each individual manager that:

- benchmarks the individual manager's score – against their self-score, their score from their colleagues, and the average for all managers
- scores each manager on a scale from 'outstanding' through to 'needs development'
- lists strengths and development opportunities
- scores by 13 themes from international best practice dimensions
- makes specific recommendations so action planning can start immediately
- includes respondents' comments

This review is most effective when one of our consultants has an opportunity to work one-to-one with the individual manager, to:

- review the results
- coach them on setting and executing their development plans

HOW YOU CAN USE THE RESULTS

- For providing real insights into performance
- As part of a **leadership development** program
- As a tool to support and develop your leadership team
- As part of your **annual performance review**
- As part of a probationary period assessment
- In conjunction with the **Hogan Leadership Series** and **one-on-one coaching**, to give your managers a complete picture of their leadership profile