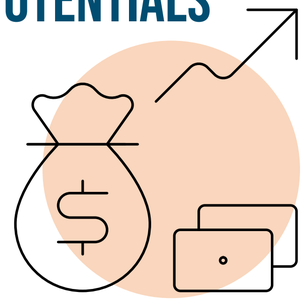
12 WAYS TO USE 360 FEEDBACK TO IMPROVE YOUR ORGANIZATION

INVESTING IN HIGH-POTENTIALS

Many organizations identify their high-potential talent, but then struggle to know how to best support hi-po development. 360 feedback can be a great investment in the future of your most promising workforce.



SUCCESSION PLANNING

Replacing a senior leader is challenging. 360 feedback can help you vet the landscape of internal candidates. When done early, 360 feedback can help an organization cultivate potential successors with the critical skills needed to fill the role.

SELF-DRIVEN DEVELOPMENT

Many organizations are seeking to add new resources for self (or manager) driven development. Adding 360 feedback to your menu of self (or manager) initiated L&D options is a great way to enable employees to take ownership of their behaviors and development.

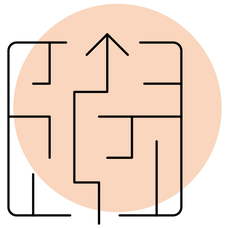
DEVELOPING SENIOR LEADERS

One of the most common use of 360 feedback, executives often welcome the opportunity to better understand how their leadership approach is impacting others, and where to make adjustments.

DEVELOPING NEW LEADERS

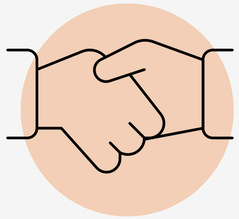
One of the hardest transitions for an employee is from an individual contributor to a first-time manager. New skills are required and a new understanding of how their actions and words impact others. 360 feedback can help new leaders adjust to their new role and the influence they have on others.

REINFORCING STRATEGY



Does your organization's strategy require new leadership behaviors? For example, Innovation/Creativity, or perhaps something as specific as Systems Thinking. 360 feedback can help support and align the specific behaviors needed for executing your company's strategy.

TEAM BUILDING



Leveraging 360 feedback to strengthen an intact team can build trust and improve cross-functional collaboration. This approach is especially productive for senior-level teams or any team where each member also has their own span of control.

FOLLOW-UP TO AN ENGAGEMENT SURVEY

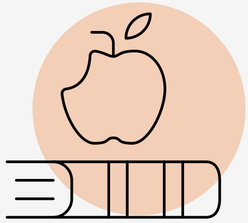
A company-wide engagement survey often reveals several teams are that struggling with their employee experience. Taking the leaders of those struggling teams through a 360 feedback experience is a great way to drive behavior change and improve employee engagement.

ENHANCING L&D PROGRAMS

Adding 360 feedback to an existing L&D program enhances the learning experience for participants by giving them some personalized data to complement what they're being taught in the classroom.

WORKING WITH A BOARD OF DIRECTORS

Often a board of directors struggles to find an appropriate feedback channel for the CEO. A board may also be looking to better understand the perceptions of those around the CEO. The 360 feedback process is flexible around board members' busy schedules, and it opens a powerful channel for communication and understanding.



SUPPORTING LOW PERFORMERS

Sometimes an under-performing leader needs some additional support and attention. 360 feedback with a one-on-one debrief can help provide the information and momentum they need to turn things around.

REINFORCING LEADERSHIP COMPETENCIES

If your organization has a defined set of company values and/or a leadership competency model, you should consider creating a custom 360 assessment. A robust competency library and assessment experts can help you create something tailored for your org.

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