



Practical, Prompt, Professional HR Solutions

## 360° FEEDBACK



At **Complete People Management Ltd** we offer the service of 360° feedback in conjunction with Thomas International enabling objective and honest feedback on employee performance.

If you are considering running a leadership or management development programme, conducting performance appraisals or simply want to raise performance awareness, 360° feedback is an ideal self awareness tool.

360° feedback is ideal for:

- Developing employees
- Creating a self-awareness
- Challenging mistaken beliefs
- Team development
- Adding a new dimension to performance appraisals

Using a set of competencies the process is designed to gather feedback on employee's performance from those with whom they work and to compare this with their perception of their performance, enabling the employee to manage their performance better. It allows the employee to:

- Develop an awareness of their perceived behaviour at work
- Focus upon changes required to develop further
- Provide information that allows you to build on what the employee does well
- Provide the opportunity to explore reasons for the scoring
- Provide the opportunity for the employee to take responsibility for their own development

There are 3 main parts to the feedback process questionnaire. They include:

- Statements, to rate on a scale of 1 to 7;
- Competencies to rank in order of priority for the role and
- Free narrative.

Quantifiable data related to the individual employee's strengths, weaknesses and training needs are identified from this process.

Telephone us on **0208 8168 726** to find out more and/or to place your order.