



360 Degree Feedback with “The Human Touch”

Business Driver

The first step on the journey of personal development is greater self-awareness. We all have blind spots and hidden strengths - other people’s knowledge or perceptions about us of which we are unaware. Greater insight into how our personal behaviour is actually interpreted by those around us can significantly drive growth and development.

In a Nutshell

121partners has designed an efficient, easy to use tool, with the option of paper or on-line completion, which minimises barriers to participation from the selected respondents and delivers consistently high quality individual and organisational feedback reports.

To deliver a sustainable increase in personal effectiveness and performance, the 360-degree assessment is followed by an executive coaching session to provide feedback and transform the heightened awareness into energy, action and commitment.

Advantages

Our "human touch" approach is flexible enough to be used at all levels in your organisation, ranging from standard surveys for typical roles and functions to fully customised surveys derived from your key business drivers. It is an ‘end to end’ solution, including customised design, integration of the process into existing initiatives and personalised debriefs with qualified executive coaches.

Benefits

The 121partners approach creates insight, energy and motivation for improvements in effectiveness for the individual and provides a summary profile of collective strengths and weaknesses for the organisation. For all parties, this provides a firm foundation from which to plan other development initiatives such as coaching, training or mentoring. The “human touch” makes the difference between simply 'ticking the boxes' and creating real business value.

Case Studies

Key clients include Jones Lang LaSalle, Intellect, Herefordshire Council, iSoft and Taylor and Francis Group

The versatility of the 360 with “the human touch” has been proven with projects ranging from Board level leadership development to a large-scale programme delivered across three levels of management



Testimonials

“Both the report and the debrief session were extremely useful”

“The whole process helped develop my understanding of my own effect on my team”

“ A really useful and valuable process”
“Take the chance to go through this process, it has changed the way I think”

“ A really positive experience”