

LEADERSHIP 360 ASSESSMENT

“Children imitate their
parents, employees
their managers.”

– Amit Kalantri

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Leadership 360 assessment

Do leaders in your organisation understand the impact of their behaviours on others?

Do leaders display behaviours that are consistent with company culture and leadership standards?

Does the organisation have a culture of giving feedback?

Overview

One of the most important elements in building a constructive and engaged culture, is the practice to give and receive feedback on a regular basis. In recent years, in addition to employee surveys, many organisations have benefitted from launching 360-degree feedback surveys and tools.

This has been especially prevalent amongst the leadership ranks. The value of such tools and instruments are key in leaders being able to acknowledge positive behaviour, or being able to adjust negative behaviour.

89% of HR leaders surveyed agree that ongoing peer feedback and check-ins have a positive impact on their organizations. - SHRM

The Africa People Advisory Group 360 assessment is modelled to cater for various levels of leadership. Furthermore it can also be adjusted to align with internal leadership competencies and expectations, and is delivered through a streamlined technology approach.

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Business value gained through the solution

- The most significant value to any business is that leaders are enabled through feedback to operate in line with organisation values and cultural norms. This in turn enables employees to deliver effectively.
- The organisation is able to obtain consolidated feedback on areas of strength and development, in order to identify the correct development interventions for leadership focus.

Solution features

- The 360-degree assessment has been designed to suite various levels of leadership, from clerical levels to junior and middle management, right through to Executive Leadership.
- A robust question set has been developed, modeled around the requirements of leaders at each level.
- This includes both competencies as well as leadership accountabilities.
- The tool also has the ability to add company specific questions and / or competencies.
- Open ended questions for detailed feedback provide in depth insight and value.
- A detailed report is published per leader.
- Access to coaching on an optional basis if required.
- A company consolidated report available on request.

Process overview

- The process starts with a review of the standard question set in order to accept, and / or amend the final questions to be used in the assessment.
- This step is followed by the submission of a database containing all employee data, in order for Africa People Advisory Group to set up the survey for the client.
- Test links are then created in order to review content, flow and quality of the invitation, which is then signed off by the client.
- Once the look and feel of the survey is approved and signed off, an internal communication is sent to prepare the leaders for the upcoming assessments.
- Regular feedback is provided on the rate of completion.
- Post closure of the survey feedback reports are prepared and delivered.
- Africa People Advisory Group is also able to support the organisation with the development of a change and communication plan if needed on an optional basis.

Speak to a consultant:

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360 Model and competencies

The 360 degree assessment covers the following levels of leadership

