



360° Feedback – Personal & Professional Development

360° feedback is an essential tool in focusing the development of management and leadership skills and capacity within your organisation. To support this process, SOLACE Enterprises has devised a programme that is flexible, sensitive and supportive to your team.

The utmost care is taken to develop an approach that suits your organisation, its values and goals.

People who have benefited from 360° feedback include:

- individual managers requiring personal development and support
- teams looking for a programme of individual and team development
- organisations wishing to support changes in culture and introduce management and leadership development programmes
- councillors wishing to develop their abilities to run their organisations and political groupings effectively
- non-executive board members who want to make the most of their existing skills and experience in the context of the organisation they are helping to lead

Potential Programme Objectives:

- help managers identify their strengths and areas for potential development
- provide a focus for their personal development and a focus for their teams and organisations
- offer flexible feedback against generic or tailored sets of competencies
- signal changes in leadership behaviours that are needed to meet the challenges and vision of the organisation

Feedback to support 360° reports:

We offer a group of coaches who can provide independent and impartial feedback to support the 360° feedback report. They have significant experience of working in organisations of all types and at all levels, and particularly with “top teams”, where individual feedback sessions are offered as well as subsequent team based workshops, based on the group 360° feedback report.

Benefits of 360° feedback:

- allow key managers to develop the crucial skills they'll need to meet future changes and challenges
- achieve maximum return on time and money for their training and development, identifying priority development needs
- signal the seriousness with which an organisation takes personal and professional development and the direction of travel of the leadership agenda

Cost:

Costs are dependent on numbers involved. We offer both “off the shelf” and bespoke solutions, tailored exactly to need.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email resource.centre@solaceenterprises.com To find out more about SOLACE Enterprise and our full range of consultancy services see www.solaceenterprises.com

