

360° FEEDBACK COACHING PROGRAMME



Sample Agenda only – The actual content for all Beacons' programmes is tailored to participants' needs via a short questionnaire beforehand, with time spent on the areas which are of greatest concern and maximum value to participants.

Objective

For the attendees – line managers, HR managers/advisers or others within the client organisation – to:

- Take responsibility for the successful implementation of a new 360° feedback system within the organisation
- Partner with Beacons in the preparation and design of one or more 360° feedback projects
- Understand and practice the aligning of ALL participants (raters and ratees) to the process
- Understand and practice the skills of a 360° feedback coach
- Agree follow-up actions that will ensure the success of the project(s)

Sample Programme:

0900 Programme starts/goals and expectations

- Just what is 360° Feedback – definition and discussion
- The Johari Window – a model for understanding the value of feedback
- Obstacles to 360° Feedback
- Designing your 360° survey with 20/20 Insight
- 360° Checklist
- Alignment of your staff – how to prepare participants

Lunch

- 360° report - interpretation
- Preparation of practice interviews
- Practice interviews
- Review and Actions

1700 Programme finishes

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