

Excel View™ 360° Manager Feedback

WHY 360° Feedback?

Snapshot

5 years ago Mike was on a family vacation in sunny Barbados. As usual, various family members took pictures to capture their memories. When Mike returned home and saw the developed pictures, he realized how overweight he had become. This resulted in the desire to change, and hence a 6-day per week fitness plan. He keeps this picture as a reminder, but has since lost a great deal of weight. Similarly for Management development, the first step is to take a “snapshot” of your current management behaviour, before creating an implementation plan. The ExcelView™ 360° Manager Feedback provides an easy-to-understand snapshot for participants. They receive feedback from a selection of raters that can include Direct Reports, Manager, Self, Internal Customers, and Peers.

Accountability

“What gets measured, gets done.” Too often, participants attend courses but fail to be held accountable for bridging the gap between “knowing” and “doing.” To get the biggest impact from your training investment a pre- and post-course 360° will assist managers with accountability for applying what you have invested in for their growth as Managers.

Organizational Performance

Former CEO of G.E. Jack Welch as often said “If managers don’t grow, don’t expect organizational growth.” Regular feedback provides opportunity for a coach/ manager to monitor and plan his/ her progress. Without feedback, development is often not maximized. The investment for the ExcelView™ 360 Manager Feedback can ensure that your investment in development translates to management behaviour conducive to optimal organizational performance.

Online Access

The ExcelView™ 360 Manager Feedback is tabulated from online surveys. Participants answer a series of questions using our internet-based technology. This allows for convenient data input from any internet-connected PC, in only a few minutes. Results are then prepared and delivered to the appropriate manager or consultant leading the feedback session for the participant.



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