



360 DEGREE FEEDBACK

Once an organization has identified and defined the competencies that drive organizational success, it is important to measure those competencies and provide people feedback on their strengths, development needs and weaknesses. Competencies have little impact without a measurement process that provides developmental feedback.

We will work in partnership with your organization to design and deliver an online 360 degree feedback survey. Starting with your competencies, we would generate items that measure each of your competencies including underlying dimensions. An employee would access the 360 degree survey online and complete items to generate a self-evaluation of their competencies. Concurrently, designated raters, including line managers, peers, direct reports and others would access the 360 degree survey online and complete items based on that employee. Coaching professionals would interpret and deliver the feedback results to maximize the development value for the employee. Development needs would be prioritized and subsequently, integrated into the development planning process.

360 degree feedback benefits include:

- the identification of competency strengths, development needs and weaknesses
- multiple perspectives — which reinforce and strengthen the feedback themes and messages
- greater self-awareness — employees see themselves as others see them
- the realization that development needs and weaknesses can no longer be ignored
- motivation to prioritize development planning and move into action
- enhanced trust, openness and communication amongst team and colleagues
- greater likelihood of incremental feedback and coaching once development issues are recognized and accepted
- the ability to measure competency development improvements over time

To encourage authentic feedback from others, we recommend that 360 degree feedback is used for developmental purposes.



Leadership competencies have little impact without a measurement process that provides developmental feedback.



ALBERTSSON
CONSULTING



Leadership[®]
development

An international talent management and leadership development consulting company that delivers innovative solutions, services and patented SaaS software.

Since 1999, we have worked with more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents.

Albertsson Consulting is an international talent management and leadership development consulting company established by Candy Albertsson, PhD in 1999, following a ten year career with BP where she held the senior talent management position globally with responsibilities for succession, talent reviews, high potential development, assessment to identify talent, and talent management strategy.

Albertsson Consulting deliver best practice solutions, services and patented cloud-based software for a variety of leadership development and talent management challenges. We will work in partnership with your organization to:

- Build an integrated talent management strategy
- Identify the right competencies
- Identify the right experiences
- Identify high potential talent
- Build career paths for your talent
- Streamline development planning
- Strengthen coaching and mentoring conversations
- Build a high potential development program
- Develop high potential talent
- Accelerate the highest potential talent
- Build an integrated talent review process
- Strengthen talent pools and talent pipelines
- Identify best fit, developmental stretch, and pipeline succession candidates
- Strengthen deployment decisions
- Build more robust succession plans with strategic succession management
- Generate strategic talent intelligence

Our Global 500, Fortune 500, and FTSE 100 clients are represented in 14 industries, including:

- aerospace and defense
- banking
- electronics and electrical equipment
- energy
- financial services
- food production
- gas and electric
- industrial and farm equipment
- insurance
- oil services
- petroleum refining
- scientific, photographic and control equipment
- semiconductors and other electrical components
- and telecommunications.

Beyond corporate clients, we have worked with a variety of international management colleges, university affiliated executive education programs, management institutes, conference and event management companies, and other organizations.

United States

Albertsson Consulting Group, Inc.
3401 Enterprise Parkway, Suite 340
Beachwood, OH 44122-7340 USA

+1 440 565 7123 (T)
+1 716 568 8259 (F)

United Kingdom

Albertsson Consulting Limited
42 Brook Street
London W1K 5DB England

+44 20 7259 2477 (T)
+44 20 7681 3906 (F)

Information and Inquiries

Contact us for more information about our talent management software and consulting services at

info@albertssonconsulting.com