



**360 DREGREE
DEVELOPMENT
FEEDBACK**

UNIQUE SOLUTIONS IN PARTNERSHIP

360 DREGREE DEVELOPMENTAL FEEDBACK

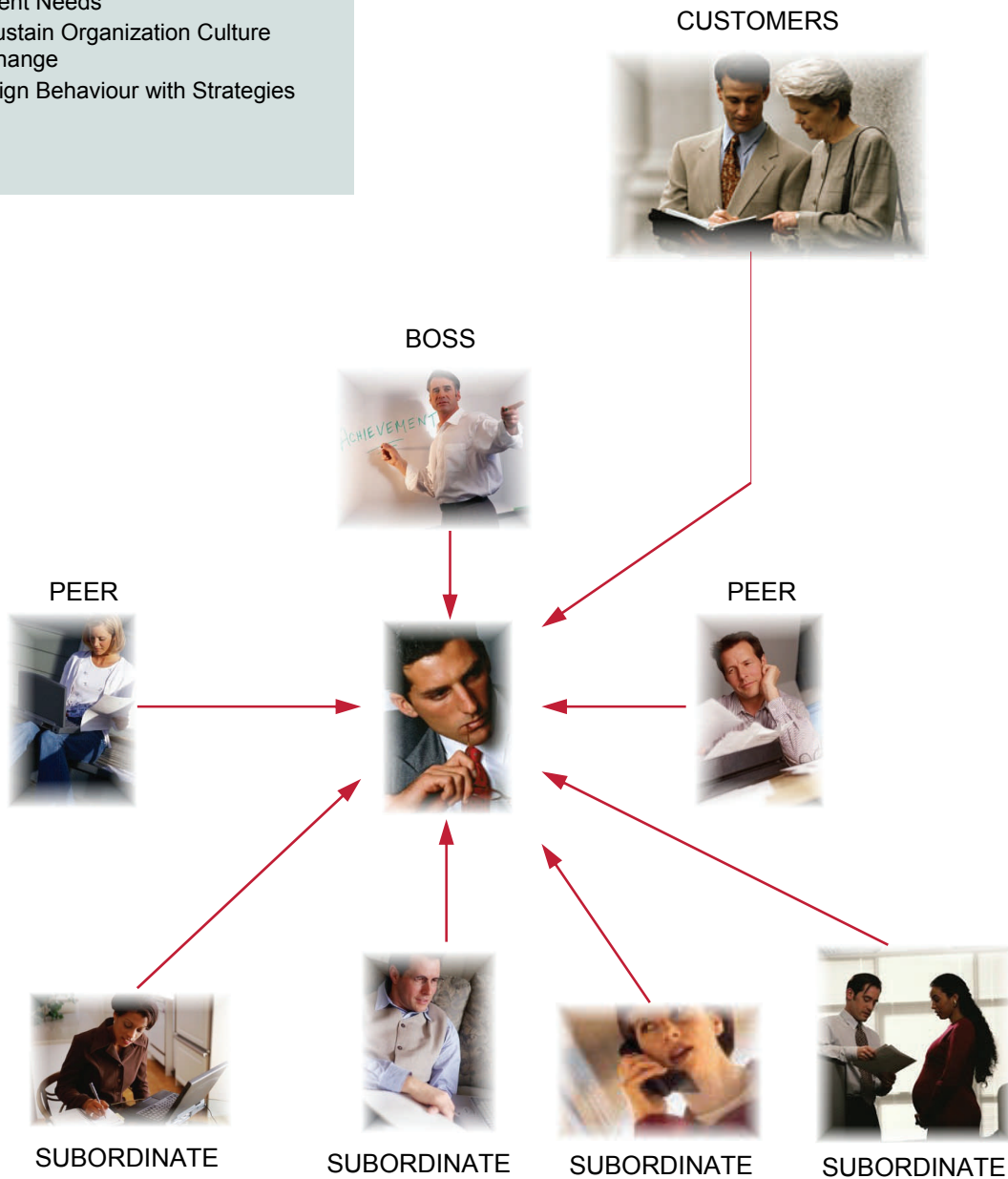
Benefits of a 360 feedback

- Target strengths and Development Opportunities
- Build Intelligent Action Plans
- Assist Career Development
- Aggregate Training and Development Needs
- Sustain Organization Culture Change
- Align Behaviour with Strategies

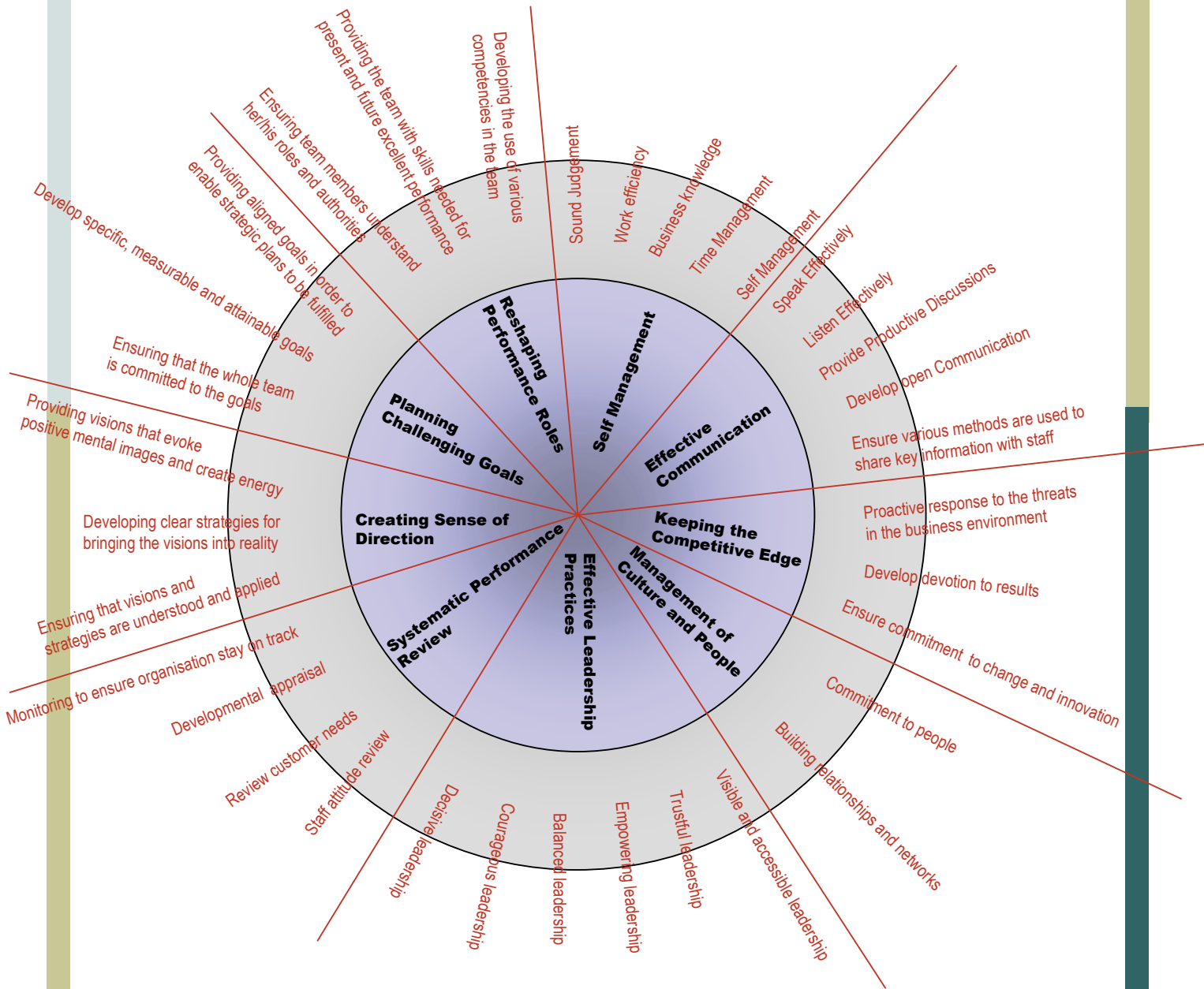
" One of the best experiences, carried out in a professional way to help to rediscover oneself."

Participating Manager in a corporate 360 degree feedback,

Osaka 1997



ASSESSED DIMENSIONS IN THE 360 DEGREE DEVELOPMENTAL FEEDBACK



PROCEDURE

How do the leaders in your company receive systematic feedback and how do your organization monitor changes in leadership behaviours?

Successful organisations often find it valuable to supply managers with a 360 degree feedback. A systematized feedback from subordinates, peers, boss and customers creates a full-fledged picture of how the person is perceived both in purpose of individual growth and the organization's monitoring of target alignment.

A 360 degrees feedback is usually experienced as a valuable and appreciated tool to support the managers' personal development. It provides a spectrum of perceptions - all of them giving an idea of how people around us in fact look upon us - independent of our best intentions.

Albert Consulting's 360 degree developmental feedback system is based on a review of a considerable amount of qualified scientific literature on successful management behaviour. The results are boiled down into 9 key factors, deduced from classic and modern management theories with reliability and validity. The assessed key factors with belonging sub-dimensions which constitutes effective management are presented on the centre-spread.

Albert Consulting is aiming to find customized solutions in partnership with our clients. Therefore we always start with a careful discussions on the client company's specific leadership model and values.

The final version contains a reasonable number of questions covering the core dimensions.

The questionnaire is distributed to

- the assessed manager
- the superior boss
- 2 peers
- 4 subordinates
- possible customers

To maintain confidentiality, all subordinate and peer ratings will be combined and the manager will only be presented to an average of the four subordinates and two peers assessments. The same confidentiality is not applicable to the single superior assessment. Yet all the names are totally anonymous to the external consultant who prepares the results.



The data-collecting system is electronic or paper-and-pencil administrated depending on accessible resources.

The detailed written feedback is accompanied by a 2 hrs counselling and structured guidance to an action plan. (What can I do to improve my skills/knowledge/behaviours?) The feedback also permit comparison with other measured groups.

The individual reports are summarized for the organisation to facilitate tracking down trends in organization culture change, checking up if goals are aligned to strategies and of course to aggregate training and development needs.



FERENC ALBERT
Founder

- *Ph D*, University of Stockholm
- *Senior Psychologist* authorized by the Swedish National Board of Health
- *Aviation Psychologist* authorized by the Swedish Board of Civil Aviation
- *Member of EAAP* (European Association for Aviation Psychology)
- Former *Assistant Professor* at University of Stockholm
- Visiting *Professor* at Kasetsart University, Bangkok
- Executive *Management Consultant* for major international companies.
- Lecturer at *KTH Executive School*, Stockholm
- Former *Psychotherapist* at the Institute of Psychotherapy. Stockholm.

We proudly present our client list:

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