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What's Happening?

The newsletter for switched on people
Spring issue 82 - from Samuel Day

A Turn Around with 360 Degrees

Struggling to gain feedback on your work performance? Do you receive conflicting information that leaves you baffled and demotivated? Chances are you and your organisation could benefit from implementing a 360-degree feedback process.

360-degree feedback (sometimes referred to as multi-rater appraisals or multi-source feedback) is designed to gain valuable insight into your work behaviour by gathering appraisal information from various sources. No longer is feedback unilateral rather it is gained from peers, direct reports, managers and even internal and external clients (see fig 1).

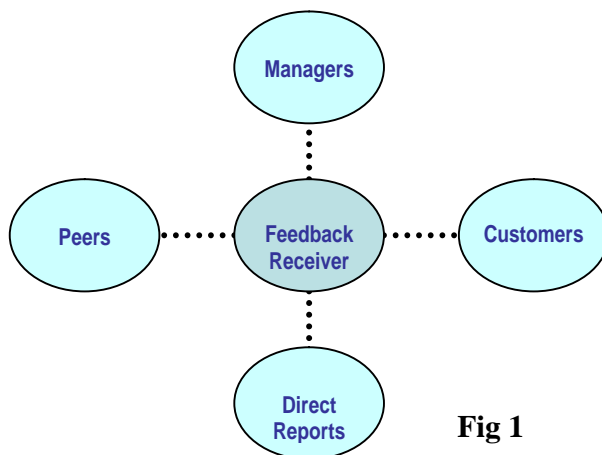


Fig 1

This is a powerful approach to professional development as individuals are naturally more responsive when they receive consistent feedback from different sources rather than just one person. They can be assured the feedback will be highly detailed and accurate, and as the feedback is grouped, assessors can be certain of anonymity. This promotes a focus on a person's strengths, which acts as a greater catalyst for change and ultimately improves individual motivation and organizational performance. The 360-degree process we use most is the Leadership Styles Inventory (LSI) which has proven very useful in one on one executive coaching and for leadership teams. Our clients have found it transformational. There are many others too. Please call me on 1800 68 67 69 if you would like to talk more about any 360-degree assessments.

Personally speaking

It is 10 years since the first *What's Happening* Newsletter was written for our members. Back then they were sent by fax! In that time we have highlighted many topics and had all types of feedback. Thank you for reading it I truly hope this snapshot of organisational topics is food for thought. A big thank you to all the HAPPENING PEOPLE consultants past and present who have contributed their thoughts and comments.

New Enhanced Site

If you haven't visited HappeningPeople.com for some time, it is worthwhile checking it out as it has:

1. Some very cool new pics loaded; the people management consulting section and corporate training are my favourites.
2. A new on line professional development TV show with guest Lisa Watts from Fairfax discussing organisational change and leadership.
3. A re-launched and re-stocked on line store with excellent resources for managers, sales people, and a new section for gift vouchers.

If you like what we do please share it, if not please let me know.

Kind regards, Sam