

# 360° Feedback

## Executive Evaluation



## Our Mission

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We design tailor-made feedback tools for our clients and provide company-specific, digital 360° feedback processes for individual executives or entire management teams at group, company and division management level.

## Why 360° Feedback?

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Systematic, tailor-made feedback from the relevant stakeholders (employees, colleagues, superiors, clients) to success factors and areas of development of internal key people or entire management teams

Comprehensive, anonymous assessment results as a foundation

- for a purposeful, company-specific development of feedback recipients in their current positions
- for feedback processes with a management team as a basis for their sustainable future development

## Benefits

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### For your clients

- Awareness of strengths and weaknesses of an executive in the current position
- Review of the various stakeholders' expectations of the job holder
- Basis for committed future development in the current position
- Awareness of an open, constructive dialogue between feedback recipients and providers
- Integration and expression of appreciation towards employees
- Benchmarking against other management bodies
- Promotion of a feedback culture
- Basis for purposeful team development or a transformation process

### For the 360° feedback recipient

- Constructive, open feedback on individual strengths and weaknesses
- Comparison of self-image and perception by others
- Concrete recommendations for professional, purposeful future development
- Awareness of one's working environment and therefore the creation of commitment towards personal future development in an inherent business context

## Characteristics

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### Function- and company-specific orientation

- Model of competence and the current company situation as an initial basis
- Meeting the demands of the tailor-made design of the 360° feedback processes
- Application of company-specific, structured questionnaires with quantitative and qualitative questions

### Professional team

- Guiding of process as well as evaluation and feedback by our experienced management consultants

### Evaluation and feedback to recipient

- Written report on the results and conclusions on an individual level
  - Qualitative and quantitative evaluation
  - Concrete recommendations for development
- Personal discussion of the results with the feedback recipients and, if required, their superiors
- Support of the feedback recipients in the formulation of a personal development plan

### Assessment and feedback to the whole management team

- Written, anonymous management report of the results and conclusions at team level
  - Qualitative and quantitative evaluation
  - Concrete recommendations for team development
- Moderation of a workshop with the management team about the relevant outcomes at team level including the definition of the next steps

## Process

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### Briefing & design

- Understanding our client's needs as a basis for the company-specific definition of the 360° feedback process
- Selection of the relevant dimensions of evaluation
- Development of company-specific, structured questionnaires, report templates and guidelines of communication
- Individual briefing of feedback recipients
- Selection of feedback providers



### Data collection & assessment

- Drafting and dispatching of login data or questionnaires in all required languages on our xcg online platform
- Guaranteeing high-quality response
- Providing a written, structured and individual 360° feedback report with quantitative results and qualitative summaries of the key success factors and areas of development
- Providing a written 360° feedback summary report across all members of a management team with quantitative results as well as qualitative and concrete recommendations for development of the team as a whole



### Feedback

- Personal discussion of the 360° feedback report with the feedback recipients
- Support of the feedback recipients in the drafting of their personal development plans as a response to superiors
- Support of recipients at the information and involvement of the feedback providers
- Moderation of a workshop with a management team including the presentation of relevant findings and the definition of the next steps