

## 360-degree Feedback

### What is 360° Feedback?

360° feedback is feedback from a '360 degree' view, including seniors, subordinates and colleagues. All reviewers measure an individual's performance against a range of key criteria to identify strengths and areas for development, which can be worked on in training workshops, coaching sessions or on the job.

### How can 360° feedback benefit your business?

- Feedback can be confidential, giving reviewers the confidence to provide honest answers
- 360° addresses actual behaviour rather than personality, a pragmatic approach that can lead to real improvements
- Results can be used to identify goals for targeted coaching or training programmes
- Addressing others' perspectives means that the individual's improvements have a 'knock on' effect on those they work with

### Our Team

LCP can partner with specialist provider of 360° reports Engauge, to incorporate 360° feedback into your learning and development activity. An experienced consultant will help you to plan the feedback and design the questionnaire based on your needs, to deliver the scheme with careful communications, and to monitor and appraise the scheme. We will also work closely with you should you wish to use the results for targeted training or coaching activities.

### Applying 360° feedback

360° surveys are a highly effective method of identifying an individual's strengths and weaknesses, and can be used for any employee who needs to regularly interact with their colleagues.

Anonymous 360° feedback is particularly recommended for managers and leaders as it provides a well rounded view of their behaviour, with subordinates given an opportunity to provide feedback on their manager. Feedback can be effective for managers at all levels, for new leaders as well as long-term development.

Feedback can be used for individual coaching programmes or to assess training and development needs for both teams and individuals.

For a no obligation meeting on how we can help with your leadership training and development contact us at e: [enquiries@lcp.org.uk](mailto:enquiries@lcp.org.uk)  
t: 01273 590232 or visit our website at [www.lcp.org.uk](http://www.lcp.org.uk)

Alternatively view our website for more on our coaching, leadership training and learning & development consultancy services, for a greater idea of how 360° can be built into a comprehensive development plan.

### LCP 360 Feedback° Process

01 Discussion between LCP and client

02 LCP provides a written proposal to client with learning objectives, approach, fees and terms of business

03 360° scheme is delivered and feedback reports are received

04 Recipients are supported to turn findings into achievable development goals

05 LCP provides client with project closure report (re-measurement after 12 or 18 months may be scheduled to track progress following development programmes)

Note: This is an example of the 360-degree feedback process which will be tailored to meet the needs of each client.

Contact us or visit the [360° feedback page](#) on our website for more information.

“The management team's 360 reports enabled us to have the difficult conversations we might otherwise not have had. It was the catalyst for discussions about the things we're going to change, and which of these we'll prioritise.”

Anon, HR Manager