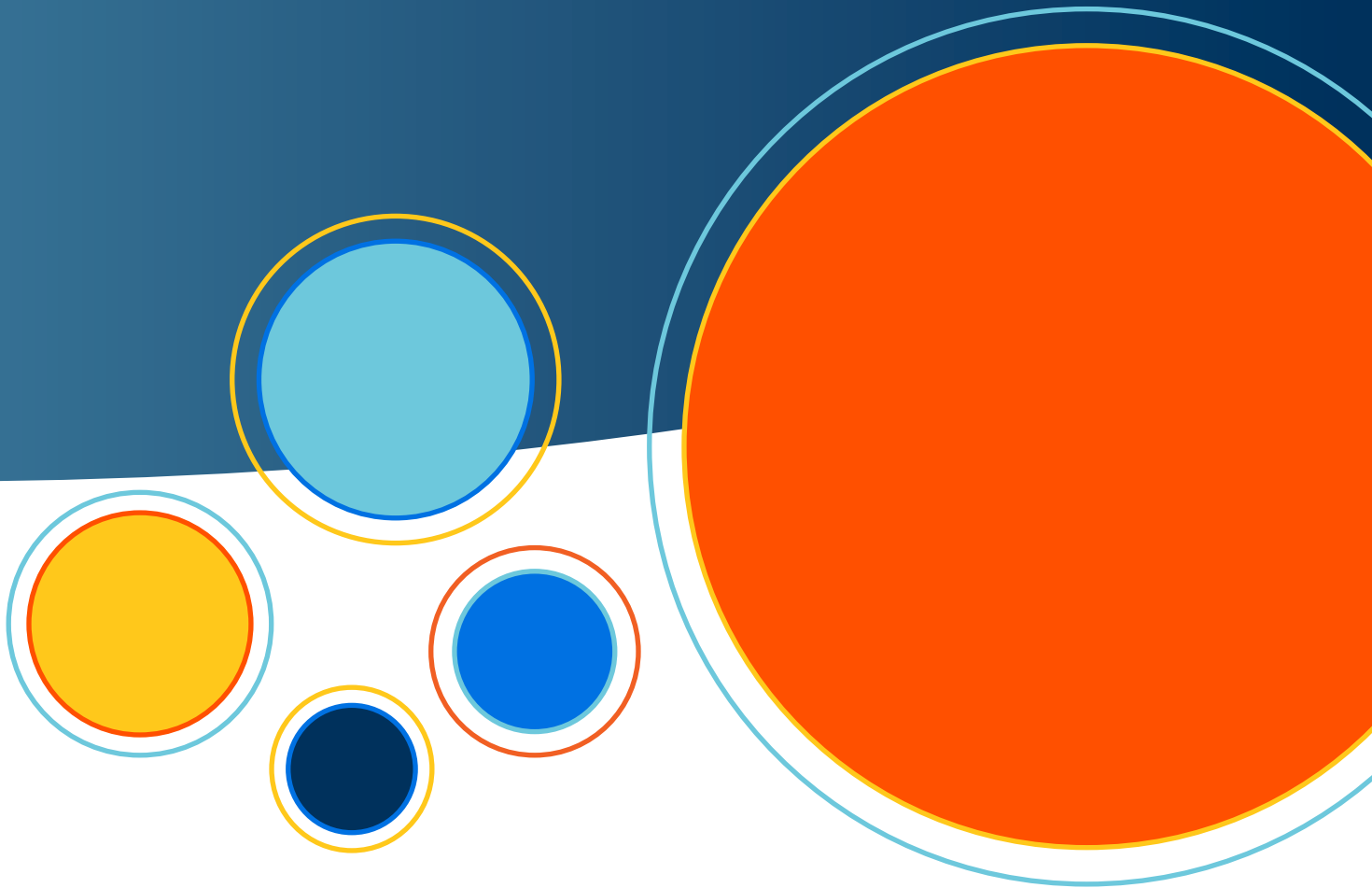


WSA 360° Feedback Program

Enabling high performance leadership



Leadership Performance is Critical

Leaders not only represent the most direct communication channel to employees, but they control and maneuver the most critical engagement levers across the organization. Creating a synergy between the science of employee engagement and the science of leadership effectiveness creates a powerful tool for insight, action planning, and development. It's a formula that has an incredible positive impact on your employee experience and workforce performance.

How 360° Feedback Drives the Employee Experience

360° feedback has as a time, place and purpose. The strategy, items, and output are intended to gather feedback that measures specific behaviors exhibited by managers from those who work with them every day, such as managers, peers, and direct reports.

A 360° assessment is a valuable tool that becomes even more powerful when used in combination with your engagement survey. As an organization you gain insight into the priority drivers of engagement and the effectiveness of your leaders against those drivers—providing a roadmap and development checkpoints for both your organization and your individual leaders.

This formula sets the most effective foundation for moving the needle on workforce performance. It also provides a powerful tool for ensuring leaders are developing by aligning individual scores on key drivers to key drivers on the annual survey year-over-year.



How It Works

The 360° feedback assessment is exactly what the name implies—it delivers feedback from all perspectives for each individual leader.

1

The first step is leaders rating themselves on behaviors aligned to foundational drivers of employee engagement and operational excellence.

2

The second step is collecting perspectives from managers, peers, and direct reports on these same measures.

3

The third step is the analysis of the feedback. We provide the individual leader as well as their manager a 360° feedback report that provides a comparison rating scale of all respondent groups, comprehensive performance data correlated to individual drivers, areas of strengths and opportunities, a gap analysis of unrecognized strengths and potential blind spots, and guidance on creating an effective action plan.

The Value of a 360° Feedback Program

Your organization's leadership has a direct impact on creating an impactful employee experience for your workforce. This 360° Feedback Program will enhance your leadership's personal and professional development through:



SELF-AWARENESS

Empowering self-awareness of your individual leaders.



DEVELOPMENT

Identifying opportunities for leadership development and strength building.



ALIGNMENT

Providing line-of-sight for your leaders of the alignments and gaps of how they perceive themselves versus how others perceive them.



KEY PRIORITIES

Identifying key priorities to better facilitate conversations with managers, mentors, and employees.

In turn, your organization will benefit through:



ANALYSIS

Providing line-of-sight into how leaders interact with, listen to, communicate, motivate, recognize, and inspire their employees.



PRECISION

Arming each manager with a roadmap of priorities to strengthen leadership effectiveness and a plan for continuous development review and check-ins.



PERFORMANCE

Learning the individual leadership strengths and development opportunities that align to priority drivers of organizational performance.



IMPACT

Areas for leadership development alignment shifts that would benefit employee engagement and operational excellence overall.

About WSA

We believe in the power of applying the right science to make people and organizations successful. We believe in empowering businesses to measure what matters when it matters—so they, in turn, can motivate their people to work harder, stay longer, and care more. We believe that behavioral science is the ingredient for ensuring that employees stay focused on the right things at the right time and with the right momentum. We believe that employees' lives are never better than when they are highly engaged and using their talents to contribute to a company they believe in.



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