

Taking the Traditional 360° to the Next Level:

The goal of 720° Profile® is to *optimize executive effectiveness* by providing performance feedback relative to specific leadership/management competencies. This unique approach to multi-rater feedback expands the focus of typical 360° to provide an even more complete picture.

Benefits:

- Provides data-based performance feedback on key strengths and developmental needs
- Lays the foundation for individual developmental plans
- Establishes leadership/management competencies
- Facilitates succession planning and staffing decisions
- Supports team-building and restructuring efforts
- Promotes leadership development and helps retain talent

Process:

The 720° Profile® gives participants a picture of themselves as seen by their colleagues. This picture is best understood in the proper “frame” or context. Thus, participants complete a personality inventory and participate in a short structured interview. These additional sources provide valuable insights which are integrated with the Survey data in concise Feedback Reports written by our Consultants.

What makes the 720° Profile® different:

- We customize the competencies and Survey to match your language and values.
- Our Report delivers the feedback in a concise format.
- We put the feedback in context by including information about business objectives and personality style in the Reports.
- Our Consultants get results by conducting individual feedback meetings and ensuring participants create focused and pragmatic action plans.

To view a sample report or to take the 720° Profile® survey questionnaire online, please contact Brian Ash at (212) 476-4100 ext. 229 or email bash@beampines.com.

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