

IDENTIFY POTENTIAL. DEVELOP LEADERSHIP.

RESPONSE 360



A 360 GLOBAL FEEDBACK TOOL FOR LEADERS



PURPOSE

Discover how your supervisors, peers and subordinates perceive you.

Create a basis for individual employee development plans.

FEEDBACK IS CRUCIAL. TO GROW.

Corporate managers require feedback from people around them in order to understand how they interact with others and how they are perceived. In particular, managers need to know how effective they are at leading, delegating, managing, motivating and developing their subordinates.

Information about how other people perceive me and value the results I achieve is invaluable and creates the basis for a dialog. With the information that arises from this interplay with the external environment, it is possible to develop and become a better leader.

Response 360 is an online tool whose questions can be customized to reflect a company's values and business goals. The report reflects the individual's perception in contrast to the perception of those around him/her, and leads to a workbook and action program.

TRANSFORMATIONAL LEADERSHIP & EMOTIONAL INTELLIGENCE

The Kandidata Response 360 is based on the most documented principles of effective leadership, Transformational Leadership in combination with emotional intelligence, how we understand ourselves, build solid relationships and manage stress.

The following areas are included in the generic Response 360:

- Visions, strategies and business goals
- Self-knowledge, the ability to lead oneself
- Leading and developing colleagues
- Creating and developing teams
- Working with and within teams
- Working close to customers

The feedback is captured in an online multirater system from superiors, peers and reports. The questionnaire can be customized for a specific organization to capture corporate values. It can be used for team members or leaders. There are individual and group reports.

The results are presented in an easy-to-read report together with a workbook and action plan.

TRAINING

Feedback serves a crucial role in developing leaders, but getting and learning from it isn't always easy. If you want to get the feedback that is necessary to improve your leadership, there are a few steps you can take. First, build and maintain a psychologically safe environment.

Kandidata offers training, guidance and coaching to optimize your use of Response 360 and to help ensure that the system is used in a positive, developmental and profitable way.



”360 DEGREES FEEDBACK CAN SOMETIME BE SURPRISING AND REVEALING. IT ALWAYS BRINGS NEW PERSPECTIVES.”