

360 DEGREE FEEDBACK FOR TOP MANAGEMENT AND LEADERSHIP DEVELOPMENT (ONLINE)

This 360DF tool is meant specifically for individuals in the top rung of organizations as well as functional, departmental, plant, and Unit heads. It's for those individuals who are responsible for large teams and are keen to better their performance and Leadership capability using this instrument. This instrument is based on the RSDQ Model of Leadership.

- R stands for Roles
- S stands for Leadership Styles
- D stands for Delegation
- Q stands for Qualities

ROLES

The Roles section of the instrument is based on 9 key duties or 'Roles' that every Manager or Leader carries out in the organization. There are a total of 55 items that assess these 9 dimensions or 'Roles' that every leader needs to perform. These dimensions are:

1. Vision and Values
2. Policy formulation and goal setting
3. Technology and Systems management
4. Inspiring, Developing, and Empowering team members (Direct and Indirect Reportees)
5. Culture building
6. Teamwork and Teambuilding
7. Management of colleagues and internal customers
8. Liaison with boss and top management
9. External customer relations and Client management

LEADERSHIP STYLES

The Styles questionnaire talks about 3 commonly observed Leadership Styles in the Indian scenario:

1. Benevolent Style of Leadership
2. Critical Style of Leadership
3. Developmental style of Leadership

Answering this questionnaire will tell an individual his or her predominant style and will also give the percent of each style that the individual demonstrates i.e. whether he/she demonstrates Critical Leadership most of the time or if it is Developmental style or Benevolent style as seen by his/her direct and indirect reportees only. This questionnaire is filled only by the team members or direct and indirect reportees of the participant.

Impact of Leadership Style

There are 8 additional questions seeking feedback on the impact of the participant's Leadership Style on his or her team members or reportees.

The Leadership Styles section of the questionnaire has a total of 18 questions.

DELEGATION

This section has 10 questions that are to be answered with a Yes or No and they provide a final percentage on how much the participant delegates.

QUALITIES

25 qualities are evaluated here by the respondents on a scale ranging from -3 to 3 and are presented in the report as percentage values

OPEN-ENDED

The last section of the questionnaire has 3 open-ended questions:

1. Please list down the 5 greatest strengths of the individual or activities the participant should continue doing
2. Please list down 5 weaknesses of the individual or activities (s)he should stop doing
3. Please list down 5 suggestions for the individual to improve

An expert from TVRLS goes through these statements to correct grammatical errors and look out for inappropriate or irrelevant terms that may have been used. These statements are then sorted alphabetically so that no pattern can be established for the participant to harbor a guess on the identity of the individual giving feedback. The final report will assign different tables for showing feedback from team members, feedback from peers and colleagues, and feedback from superiors.

Please note, in case only one superior has given feedback, then his/her feedback will be included in the feedback of Peers and Colleagues to preserve the anonymity of the individual's scores as well as the open-ended feedback.

SAMPLE REPORT