

360 DEGREE FEEDBACK PROJECT WORK

BY
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This project has been divided into three sections-Section 1, Section 2, and Section 3. You may like to set aside approximately 1 hour to complete each of the 3 sections.

SECTION 1

Please write a note on the 'Relevance of 360 Degree Implementation in your organization. Why you would choose to implement a 360 DF process and what are the main objectives and purposes behind it. Which roles will you select for the process?

Your task at hand:

Please prepare a DETAILED DOCUMENT including the following details:

- Introduction to 360-degree feedback
- Background on your current organization with the vision/mission/values, etc.
- Why is 360 DF relevant for your current organization?
- Objectives behind having a 360 DF in your Organization
- The roles you would like to suggest for the 360 DF?

SECTION 2

Based on the objectives listed in Section 1, your organization has decided to go ahead with a 360 Degree Feedback implementation. As you are anchoring the process, your organization has requested you to orient the participants explaining the process, choosing the right respondents, timelines etc. This **'Orientation Session'** will help the participants understand what is required from them and why they are undergoing this process.

THE TASK ON HAND:

Please prepare a DETAILED POWERPOINT PRESENTATION, (assuming that this is the type of PPT that you would use in your orientation session for them.) It should cover details like:

- The broad objectives
- The desired outcomes
- The benefits
- The actual process (Step by Step), including the selection of respondents, the plan for the orientation session for the respondents, timelines, the online process to be followed, etc.

SECTION 3

INTRODUCTION TO MR. BAPAT SAXENA:

Mr. Bapat Saxena, a HOD from your organization was amongst the first few participants to undergo the 360 Degree Feedback. He was taken aback by the feedback he had received (Please refer to the PDF file titled '**Bapat Saxena 360 DF Report**' given in the resource hub). Unable to understand, he started exploring the possible reasons for this type of feedback. During his college days, he was known to be a very friendly and quiet person. Very often, his friends confided in him and even shared their problems. After graduating, he joined your organization and after ten years, he was heading a certain Department. In his opinion, he enjoyed cordial relationships with his colleagues. He also felt that he was doing a wonderful job of developing his team members to take on higher responsibilities. Being the head of his department, he often had to direct his team members (they were of 3-4 years experience) to ensure targets were met. He felt that his high result orientation and impatience were the key to his success. He felt that the management always held him in high esteem for his ability to deliver time after time and to escalate issues for timely solutions.

However, he was shocked to see that as per his report, his subordinates viewed him as aggressive, rigid, and short-tempered. His non-delegation scores also scared him.

Confused with the report, he was eagerly waiting for you to help him analyze the report and come up with suitable action plans.

YOUR TASK AT HAND:

Please refer to Bapat Saxena's 360 DF report. Please undertake a thorough analysis of his report and prepare a POWERPOINT PRESENTATION with a focus on the following areas:

- An overall summary of the report (one slide for each section-R S D and Q)
- Identify the areas of strength which could be leveraged and ways to leverage them (**Use the IDP Template shared in the resource hub**)
- Identify the areas of improvement and ways to work around them (**Use the IDP Template shared in the resource hub**)
- Please share any other suggestions that you may have for him to emerge as a leader.

PLEASE SEND THE ABOVE PROJECT WORK POST COMPLETION TO:

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