

Option 1 (Off-the-shelf)

Project Management Fee £2,750 plus

- ◆ Per Participant Fee £200 (1-30)
- ◆ Per Participant Fee £190 (31-100)
- ◆ Per Participant Fee £150 (101 - 500)

Option 2 (Customised)

Project Management Fee £4,250 plus

- ◆ Per Participant Fee £225 (1-30)
- ◆ Per Participant Fee £200 (31-100)
- ◆ Per Participant Fee £170 (101 - 500)

Helping You Provide Feedback

One to one feedback sessions using our 360 trained facilitators are available if required at an extra cost.

We can also run programmes to develop the skills of line managers in providing constructive feedback.

What Next?

You will probably have some questions about how to fit 360 Feedback into your existing processes. We would be pleased to offer some free advice.

About Kiddy International:

Kiddy International is a talent development consultancy formed in 1993. Kiddy provides access to a wide range of development services to organisations throughout the UK and overseas.

Kiddy's services include:

- ◆ Individual 360 Reports
- ◆ Cross-evaluation
- ◆ Executive Coaching
- ◆ Peer Group Coaching
- ◆ Leader Launch®
- ◆ E-coaching
- ◆ Executive Assessments
- ◆ Management Development Programmes
- ◆ Competency Analysis

For further information on any of our products and services do give us a call on 020 7863 8877.

Kiddy International Ltd.
Trafalgar House
11/12 Waterloo Place
London
SW1Y 4AU
ki@kiddyinternational.com

Kiddy
International

**360°
Feedback**

*... reality checks
for performance
development...*



360 Feedback:

360 Feedback has many uses but most often Kiddy is asked to carry out 360 Assessments to help organisations with Performance Management issues.

The normal mechanism for 360 Feedback is:

- ◆ Individuals rate themselves against criteria that are important for their roles and compare these against the ratings they receive from groups of colleagues, line managers and direct reports.
- ◆ The ratings are displayed graphically, balanced through verbatim comments made by the response groups.
- ◆ The individual then discusses the report with the line manager with a view to identifying strengths and development needs leading to an action plan.

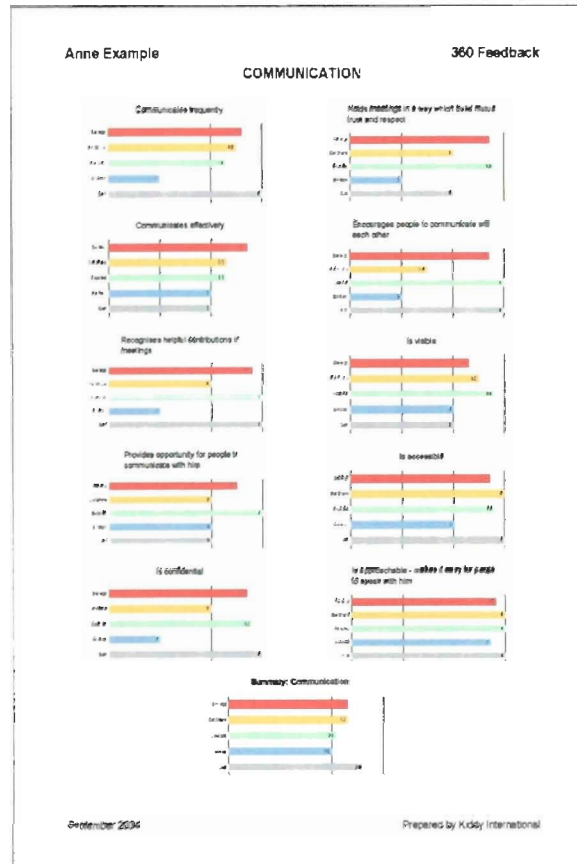
The 360 process, when managed properly, is a valuable support in managing the performance and careers of individuals. Most participants and contributors find it a revealing, challenging and interesting process for driving personal development.

Standard Steps:

- ◆ Confirm desired outcomes
- ◆ Agree criteria
- ◆ Agree rating method and style
- ◆ Brief participants and contributors
- ◆ Distribute questionnaires (e-mail)
- ◆ Consolidate data and prepare reports
- ◆ Managers discuss reports with participants
- ◆ HR follow-up on outcomes.

Sample Output:

A sample page from one of our typical 360 Feedback report is shown below. A full version is available on our website.



Standard Package:

The standard package is designed for:

- ◆ One subject
- ◆ Up to 5 colleagues
- ◆ Up to 8 Direct Reports/Staff
- ◆ Up to 2 Bosses (Line/Functional)
- ◆ Up to 24 Questions in 4 subject groupings
- ◆ On-line questionnaires

- ◆ Bureau scoring service
- ◆ Graphical report format
- ◆ Highlighting of performance gaps
- ◆ Comments facility.

Customised Package:

We work with our client to provide a fully customised product to meet the specific needs of the organisation.

Outline Project Timings:

- ◆ Preparation – 1 week
- ◆ Distribute questionnaires - 2 days
- ◆ Gather returns – 1 week
- ◆ Process and return reports - 2 days

Making 360 Work For You:

- ◆ Use the right criteria
- ◆ Keep it simple
- ◆ Fully brief all participants
- ◆ Manage process confidentially
- ◆ Follow-up by line managers and HR

Fees:

Our fees are charged according to the degree of customisation required and the number of participants. (VAT not included in figures).