

360° Feedback Survey Process

1 to 2 weeks

Preparation

- o Meet with leader to map out stakeholders who will be involved in feedback survey.
- o Meet with leader and sponsor to establish roles and expectations for the review process.
- o Establish timeline and tollgates for feedback process.

2 to 3 Weeks

Survey Process

- o BHC Consultant initiates email invitations to participants.
- o Participants complete survey online.
- o Survey results are consolidated and report generated.
- o BHC Consultant studies/interprets reports.

Baseline 360°
Performance Review

1 to 2 Weeks

Feedback Process

- o BHC Consultant meets with leader to debrief on survey results.
- o Leader and BHC Consultant develop action plan as appropriate.
- o Leader meets with sponsor to discuss survey results and action plan.

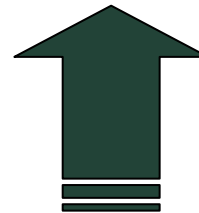
Action Plan

360° Feedback Survey Process



**Baseline 360°
Performance
Review**

**Comparative 360°
Performance
Review**



Action Plan Execution

Feedback Sessions with Sponsor

Situational Leadership Coaching