

Turknett Turnkey 360 Program

Complex Assessment Tool Made Easy

The 360 feedback process is a valuable tool for many reasons-whether you are looking to measure your staff's engagement with your internal values and mission, want to take a good snapshot of the culture of your team, need for leadership staff and management to grow in their emotional intelligence, or want to help your team uncover blind spots & derailers for growth-the 360-assessment program is one of the most effective & comprehensive means to achieve your people-development goals.



- Increases Self Awareness
- Reveals Strengths & Weaknesses
- Help decrease staff & leader turnover
- Morale & Confidence Booster
- Empowers Leaders & Employees
- Helps Create More Transparent & Open Culture
- Positive Accountability
- Effective Professional Development Tool
- Measure of Progress in Continuous Improvement Culture
- Can Change Corporate Culture

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TURKNETT PROVIDES 360 PROGRAMS TO MAKE THIS PROCESS EASY for you

1. Off the Shelf Products

Many companies prefer a product that is already developed & tested that has norms available for comparison. These types of 360 reviews are very popular and useful.

- a) Turknett Five Factor 360** is a research based validated 360 assessment based on TLG's five factors of effective leadership: Disciplined Execution, Building Relationships, Strategic Thinking, Inspirational Character, and Developing Others. Participants gain a unique understanding of their behavior as it pertains to their overall leadership style, and how this style compares to a normative database of thousands of executive leaders. Each participant gains an understanding of his or her unique strengths and development needs. The robustness of this assessment paves the way for a personalized and actionable development plan.



b) Leadership Character 360

The Leadership Character 360 is a multi-source version of the Leadership Character Profile. It is often used in conjunction with Leadership Character Workshops and in accelerated coaching workshops. The LC 360 provides feedback on the dimensions that create a solid foundation of character in leadership: Integrity, Respect & Responsibility. This feedback allows individuals to identify their strengths and weaknesses as leaders of character, comparing how they view themselves to the perspectives of others.

3. Custom 360 Assessments

Using a customized 360 survey allows organizations to tailor leadership competencies and behaviors to create a more relevant and actionable survey tool. The drawbacks are the time, expertise, and expense required and the lack of comparison norms. But if you already have internally developed leadership competencies, a large group, multiple levels of managers, specific functional responsibilities, or feel that you just need something completely unique to you, a custom 360 might be your choice. Qualitative Interview-Based 360's might be selected as a type of customized product.

4. Hybrid

You may want to start with a standard 360, but add some customization. This hybrid approach can be very successful. A hybrid approach combines the standard 360 with some customization. An advantage is that this type of 360 can focus on one or two areas that feel unique to your company while maintaining the ease of administering and validation of an assessment that has been tested with thousands of clients and for which much comparative data has been gathered over time.

Turknett's Proven Expertise gives you a turnkey solution to your 360 project that works for YOU

With over 32 years of experience, and our proven team of coaches & PhD Psychologists, TLG can recommend or develop the right 360 product and take the administrative, confidentiality, and results delivery issues off your plate. We would be honored to partner with you on your 360 project.

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