

Developing people, teams and organisations using focused feedback

Prism360

This on-line tool provides powerful, individual and team feedback to aid performance improvement. The 360° feedback is from four sources: managers, key staff, colleagues and business partners/customers. Each confidentially rates the participant against locally developed performance criteria (skills/competence).

Participants receive a clear 360° degree feedback report from which strengths and areas for development can be identified. Two, one-hour coaching sessions help focus participants on interpreting their report and using it to develop. We work on insight, confidence, empowerment and teamwork to lever performance improvement.

We also produce a team feedback report to aid team and organisational performance improvement. The LTI Practitioner will present and discuss this with the senior management team.

Pricing for Prism360 is very reasonable, relative to other products on the market. The more participants involved, the lower the per participant rate, due to economies of scale and generous discounting.

Prism180

In response to clients needs, we have developed a less expensive feedback process to provide the same benefits as Prism360.

There are two main differences: firstly, the 180° feedback is from two sources: managers/peers for team members and managers/staff for team leaders. Secondly, data is collected via e-mail and reported confidentially using Microsoft Office software.

Participants receive a clear 180° feedback report from which strengths and areas for improvement can be identified. As with Prism360, two one-hour coaching sessions help focus participants on interpreting the report and how to use it to develop.

A team report is produced and presented to the senior management team for discussion, improvement and action.

Again, the more participants involved, the lower the per participant rate.

For more details contact Martin Searle, as below.