

360° Insights

Getting a Balanced View of Your World

Insights for Development

This reflective and insightful programme will enable you to:

- Gain a balanced view of your performance
- Develop a clear picture of how others see you
- Recognise hidden strengths
- Identify blindspots
- Align feedback to personal development goals
- Create a high impact development plan

For most of us, our success hinges on us interacting and collaborating with a many varied number of people. Whether it is those that we manage; our Manager; or our colleagues; they all have the ability to influence what we can accomplish every single day.

Understanding how others perceive you **offers rich and invaluable insight** that can help you develop personally and align your strengths to organisational goals.

Sometimes we can overplay or underplay our strengths... potential areas of development are not always evident... or perhaps we just do not see them in context of business demands.

Using a 360° assessment approach with structured feedback, this programme provides an insightful and balanced assessment of how others view your effectiveness in demonstrating the behaviours and competencies necessary for **you to be truly excellent in your role.**

By gaining a varied perspective you can understand and discover new ideas for enhancing your performance.

'Whatever you are
unaware of controls you,
whatever you become aware
of you can change'

Dr Robert Pennington

What to Expect

Along with 10 nominated colleagues you will be asked to complete an online questionnaire rating you against a number of pre agreed competencies. This exercise takes approximately 20-30 minutes.

A 90 minute one-to-one feedback session is then arranged to discuss your results. These will be summarized and presented in a way that ensures responses remain anonymous and will be in the form of ratings and verbatim comments. During this session, you will be supported to identify balanced conclusions from the feedback and determine potential areas of development.

Following this initial session you are encouraged to spend time reflecting on the key messages and to observe how these reveal themselves in your day to day work. A further coaching session is then provided two weeks later to support your development journey and help you create an actionable plan. Additional sessions of one-to-one coaching can also be provided as part of a wider programme to help continue support your personal development.



About Me

Unlocking the performance in your people is the single most impactful thing you can do for your business. Their potential is enormous and an early and often small shift in performance can create outstanding results.

My business is about helping you unlock that performance

Whether it's one-to-one coaching, developing leaders, or building strong and cohesive teams, I help drive and inspire incremental value from what you already have.

While the economy remains challenging, achieving more with the same has never been so important.

Working with sales leaders and teams in the technology industry I help them explore their own potential to be the **exceptional individuals they already are.**

More Solutions Available:

- Executive Coaching
- Discovering You
- Manager as Coach
- New Manager Programme
- Influential Leadership
- Understanding Team Differences
- Winning Through Team Dynamics



Discover More...

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