

ABOUT 360 FEEDBACK COACHING

Whilst it is widely accepted that 360 degree feedback can play a powerful part in the development of senior managers and leaders, simply participating in a 360 degree exercise does not guarantee results.

Our experience and research, obtained through working with over a quarter of a million 360 degree participants, confirms that a key differentiator between inconsequential 360 outcomes and positive performance acceleration is how the participant is supported to draw appropriate and balanced conclusions from their report and then convert these into a forward looking set of positive and meaningful development objectives.

360 degree feedback coaching is a performance focused, results orientated partnership that aims to support and facilitate the participant (coachee) to understand and accept the data and then maximise its value in terms of improved performance and their development growth.

The key outcomes of a typical 360 feedback coaching relationship would be for the participant to:

- Understand, accept and take ownership of the feedback; including managing the emotional reaction that may be prompted by the feedback.
- Draw conclusions from the report, enabling them to develop a clear picture of how others see them. This includes linking together feedback themes to identify key messages and what others perceive to be their strengths, areas for further development and possible blockers.
- Develop a pragmatic personal development plan (PDP) that includes identifying how objectives will be achieved and their success measured.
- Identify an opportunity to have a development discussion with their line manager and to have built a communication plan for thanking people for their feedback input and sharing how they intend to apply the key outputs from the 360 degree feedback.

Did you know, Lumus360 can provide individual [360 feedback coaching and group feedback sessions](#)

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