

A FRAMEWORK FOR 360 FEEDBACK COACHING SESSIONS

Two coaching sessions of two hours each works well as this provides an opportunity for the coachee to reflect on their feedback and gain further clarification where needed before deciding on a call to action.

- Session 1 - In addition to understanding the business context, where the feedback fits into the coachee's goals and current situation and agreeing the purpose, process, objectives for meeting, typical outcomes would also be that by the end of the session the coachee has:
 - Received and interpreted their 360 degree feedback report.
 - Identified what others perceive to be their strengths and key areas for development and linked these back into their own agenda and the business context.
 - Drawn initial conclusions and identified possible areas of development work from the report.
 - Interim work - A 'mulling over' period of between one and two weeks allows sufficient time for personal reflection and an opportunity to clarify key feedback messages and how they feel about them.
- Session 2 - This session should focus on converting key feedback messages into a personal development plan (PDP), including identifying pragmatically how objectives will be achieved, by when, and how their success will be measured. This session should also be used to consider how they will engage and gain their manager's support in their development agenda and to build a communication plan for thanking those who provided feedback / sharing the next steps.

David Cooper
Director

