

360 MASTER CLASS - THE FOUNDATIONS

Whilst there are lots of things to consider when designing and implementing a 360 review process, our experience of supporting hundreds of organisations to get it right, clearly shows that success comes from the application of the following principles:

- **Get the right fit** – Be clear about where 360 degree feedback fits in the organisations strategy, culture, values and future aspirations and then ensure your questionnaire and approach supports and enables those things to happen.
- **Engage the top team and the 'organisations voice'** – The tipping point for overcoming organisational apprehension, typically occurs when senior managers and those 'key voices' around the organisation, talk it up. Enable the Senior Team to get their hands on, and shape the 360 early in the development process and then support the rest of the organisation to understand the why, how and what, before it goes live.
- **Start at the end** – The success criteria for using 360 for appraisal/ 360 degree performance evaluation purposes is a world away from using it to support management development interventions – Be clear about what you expect out of the process and then design it, to meet those needs.
- **Take a look at our video** – [How to get 360 feedback right](#)

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