

CATIL®360 Feedback

Identify leadership potential and plot objective and realistic development plans for employees at all levels of your organization



Understand your colleagues better, nurture their potential and watch your direct reports flourish under your coaching, while building your own management capabilities.



Don't waste your and your employees' time on hit and miss review sessions. Map out their talents from day one and help them develop new skills faster.



Be seen as a manager who genuinely cares in the eyes of your reports and peers, by following the lead of some of our clients' most successful leaders.

Overview



Unlike traditional competency models that focus only on measuring leadership competencies, CATIL's competency model and 360 feedback approach enable line managers to help individual employees at all levels of an organization understand how they are perceived by others.

“Fast driving industrial environments require strong partners for fast decisions. Having worked with the AK+Partners team as business partners, we had the right personnel or organisational decision on hand, mutually worked out, and made in a short cycle time. They are professional, innovative and fast in assessing our situation and requirements.”

Beate Bachtrod, Honeywell

- **Increase objectivity** and fairness in all performance evaluations
- **Multiple applications** to assess individuals, teams and job roles
- **Focus** on competencies that align to team success factors and objectives
- **Benchmark** your employee's competencies against a given role and the team
- **Customizable** online reporting system
- **Streamline** preparation for 1-2-1 sessions with CATIL's online customizable reporting template

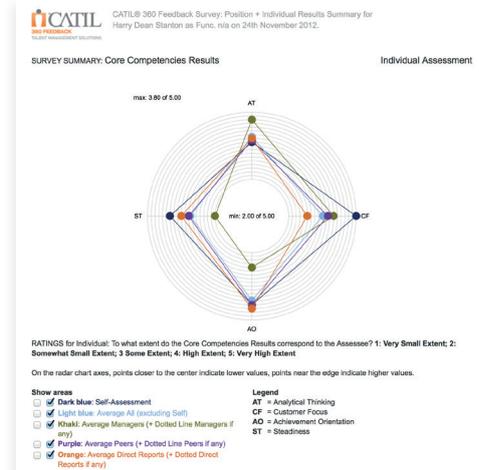
How it works

The CATIL 360 Feedback tool poses a series of questions aimed not only at collecting perceptions about the performance of a person, but also about profiling a position or assessing a team.

A choice of 26 criteria (Core, Position and Management level competencies, or personality assets) are available to select either manually or following the system's recommendation for the function and level in question.

Just like CATIL's Interview e-Guide, organizations can build their own competency selection into the 360 survey, measuring only the ones appropriate to the situation and the job. Collating the results will give the person being assessed objective feedback on how they are perceived by others.

Reports highlight the strongest and weakest results, blind spots and an employee's hidden strengths, measured against position and team benchmarks. The report is customizable online, giving a more precise analysis of the outputs.



Benefits

Upward feedback with CATIL 360 improves self-awareness for managers and leaders, and builds stronger teams

Managers can benefit from CATIL's 360 Feedback by asking their direct reports to complete the survey, in turn gaining insight into how their teams rate their management style and performance, and compare this with their own assessment.

This "upward" feedback promotes self-awareness amongst managers, widely defined as the most critical leadership trait to possess, keeping them at the top of their game and boosting their people management skills.

With CATIL's 360 assessment in their toolbox, managers who are already increasingly aware of their reports' capabilities and their own leadership strengths can also benefit from running group 360 assessments amongst their teams.

Learn more about what's needed for success in every role at your company

Instead of assessing the competencies needed for individuals to succeed in a role, the survey targets a given job and asks selected assessors to define job behaviors required for superior performance.

This approach helps leaders design their organizations more effectively, enabling them to plan for internal mobility and identify future skills gaps.

Key features

- Multiple applications, assessing individuals, teams and positions
- Short, targeted behavioral questions reduce survey completion time
- Flexible approach to competency selection, either manual or following the system's function and level recommendations
- Complies with electronic data protection laws, enabling anonymous organisational reviews
- Users are supported by a network of local coaches, able to deliver powerful debriefing and feedback sessions



TALENT MANAGEMENT SOLUTIONS

Streamlining the world's most effective performance assessment methods

CATIL® offers a powerful yet user-friendly toolbox of competency and behavioral based assessment methods that enable your managers to hire more consistently and identify talent faster.

Get in touch

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