



360 Feedback

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

CATIL® 360 Feedback



Understand your colleagues better, nurture their potential and reap the rewards. Watch your direct reports flourish under your coaching, and build 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.

Competency and Performance Management

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

The CATIL 360 Feedback process

Phase 1:

Define the objective of the 360 Feedback: Assessment of one individual, of a team or of a position?

Identify assessors to the survey and define key competencies to assess.

Phase 2:

The CATIL 360 feedback can be administered by our team or by yourself in-house.

Phase 3:

Assessors complete the on-line survey (about 10 minutes). Each relevant key behavioral indicator is rated and additional comments can be added.

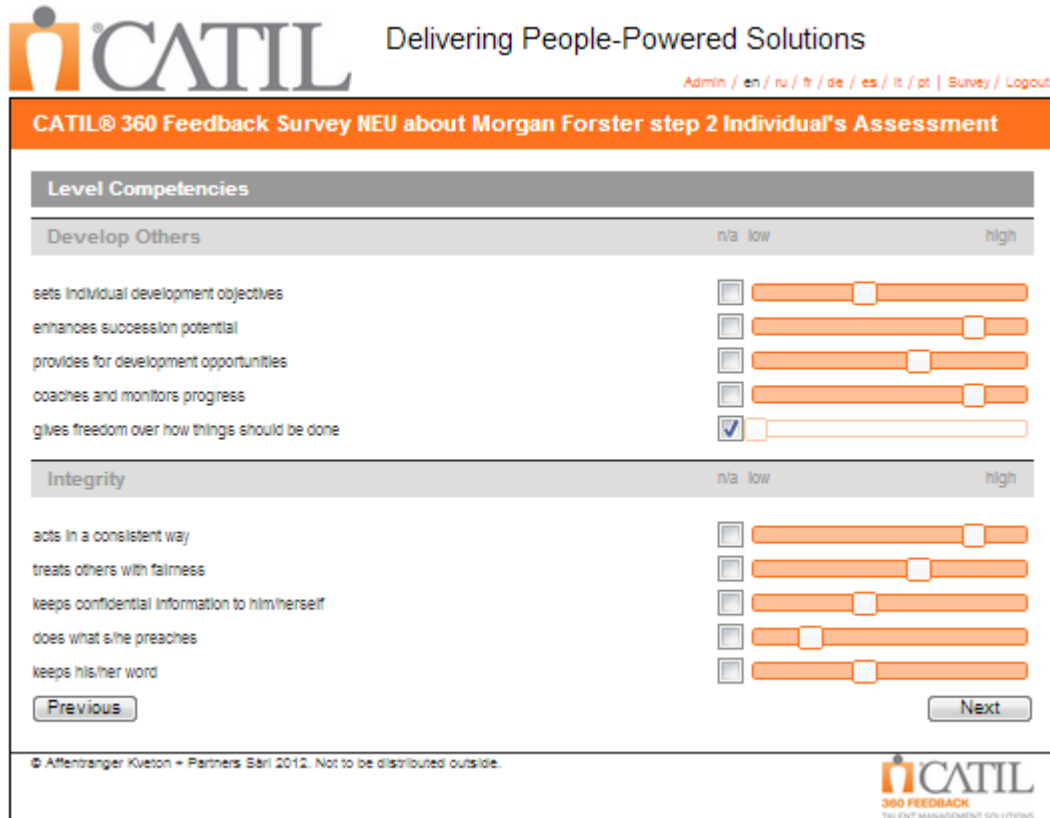
Phase 4:

CATIL 360 feedback report is accessible and editable online, making it a unique customised solution for on-going assessments by line managers and HR.

A unique, flexible behavioural assessment tool to build a strong leadership pipeline

- 1 Multi-applications - people and/or position assessment, individual and/or teams. The CATIL 360 contributes to all your critical developmental projects.
- 2 Unlimited number of multi-raters' entries gives your people the opportunity to get feedback from inside and outside of the company.
- 3 Flexible approach to competency selection by level and function to ensure the survey focuses on what counts.
- 4 Quick to complete due to the specifically designed observable targeted behavioural indicators.
- 5 On-line reporting that enables assessees, managers, HR and coaches to integrate observations before the results debriefing session.

Survey questions



CATIL® 360 Feedback Survey NEU about Morgan Forster step 2 Individual's Assessment

Level Competencies

Develop Others n/a low high

- sets individual development objectives [slider]
- enhances succession potential [slider]
- provides for development opportunities [slider]
- coaches and monitors progress [slider]
- gives freedom over how things should be done [slider]

Integrity n/a low high

- acts in a consistent way [slider]
- treats others with fairness [slider]
- keeps confidential information to him/herself [slider]
- does what s/he preaches [slider]
- keeps his/her word [slider]

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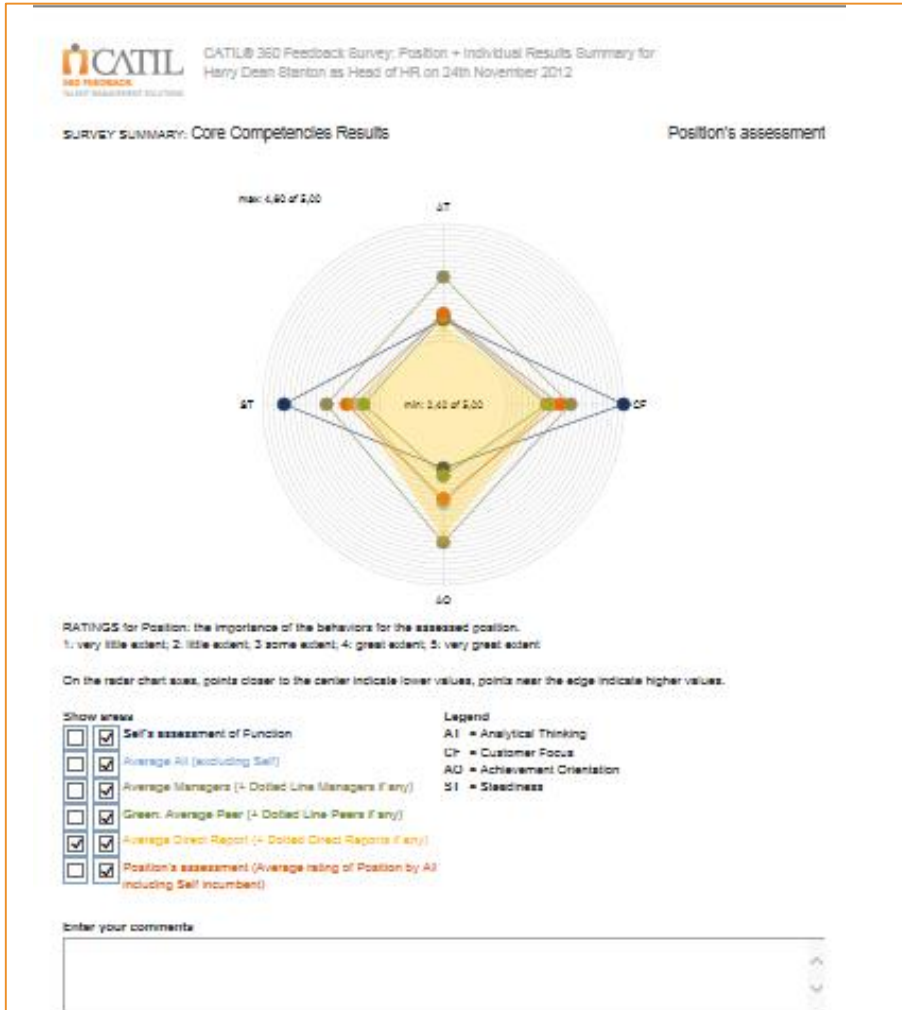
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CATIL
360 FEEDBACK
TALENT MANAGEMENT SOLUTIONS

Customised competency selection to provide feedback on what counts the most for the person, the team and/or the position.

The observable targeted behavioural indicators makes the assessment simple and effective

Survey report



On-line reporting enables all users of the report to integrate their observations before the debriefing session. Graphic as well as quantified results fit all learning styles.

Customised report to facilitate the debriefing session and integration in to a development plan

Choose your way of working with CATIL 360

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In-house:

100% in-house - from administration to reporting to debriefing session.

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Shared:

Administration, reporting and 360 Feedback debriefing. Tasks are allocated driven by resources and expertise.

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Out-sourced:

100% out-sourced from administration to reporting to debriefing session.

Work with CATIL 360 and develop Communication and Coaching during our workshops

1

Build a culture of on-going developmental feedback after each development assignement.

2

Build your managers' skills to coach and develop peoples' potential to fully leverage on the 360 Feedback results by enhancing coaching and communication skills.

3

Use feedback as part of your Management by Objectives performance process, adding objectivity and insights to the development needs.

Your Talent Development Partner



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