



KC CONSULTING®

Advising Leaders | Driving Change

360° Assessments

KC Consulting's 360° Assessments prepare clients in executive and senior positions to become more effective leaders. These confidential assessments gather and report on feedback from the people who work most closely with you, providing a fresh perspective and an opportunity to grow professionally in ways that have significant impact.

How the Process Works

When you engage our services, we offer several delivery mechanisms, including:

- ◆ Use of 3rd party globally recognized Leadership and Talent Development providers; assessment is administered via confidential online 360° survey and focused on specific leadership skills and competencies
- ◆ Customized 360° Report, generated as a result of our confidential one-on-one discussions with each individual in your selected rater groups; tailored to provide insights into specific areas of development you wish to explore

We begin by helping you select your preferred assessment approach and finalizing the group of individuals to rate you—which may include your boss, board members, peers, and direct reports, depending on your preferences.

Responses are aggregated, analyzed and consolidated into a customized 360° Feedback Report. This report provides insights into how your perceptions of your own performance compare with those of your rater groups. It also highlights your core strengths, challenges, hidden strengths and potential blind spots.

We then conduct a confidential session with you to debrief the results. As a key component of this session, we also assist you in drafting a development plan that helps you translate feedback into specific actions intended to enhance your leadership effectiveness.

Take the Next Step in Leadership Development

Through this confidential, focused feedback process, we can provide you with a much more accurate and balanced view of how you are performing as a leader.

The 360° Assessment allows you to gain a clear perspective on your leadership strengths and development areas. It is a unique opportunity to receive specific, actionable feedback from rater groups that you may not obtain otherwise. To begin the discussion, please contact us.

BENEFITS OF KC CONSULTING 360° ASSESSMENTS

- ◆ Provides objective feedback on essential leadership skills
- ◆ Delivers a balanced, holistic view of your leadership style
- ◆ Creates a road map for executive development
- ◆ Strengthens leadership effectiveness through self-awareness of one's behaviors and the impact of those behaviors on others



KC Consulting is a certified facilitator for industry leading 360° assessment instruments, including: Benchmarks® for Executives™, Workplace Performance 360°™, and Leadership Agility® 360.

To learn more, please contact us.

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