



360

Survey

Guide

Activate a better  
future for your  
organisation.

## Welcome to the Winsborough Leader 360 survey

At Winsborough, we know that conducting a successful 360 survey development experience involves careful planning, effective communication, and thoughtful implementation.

We've developed a new solution that is specifically designed to be easy to use and focused firmly on insight and development.

### Empowering better leadership

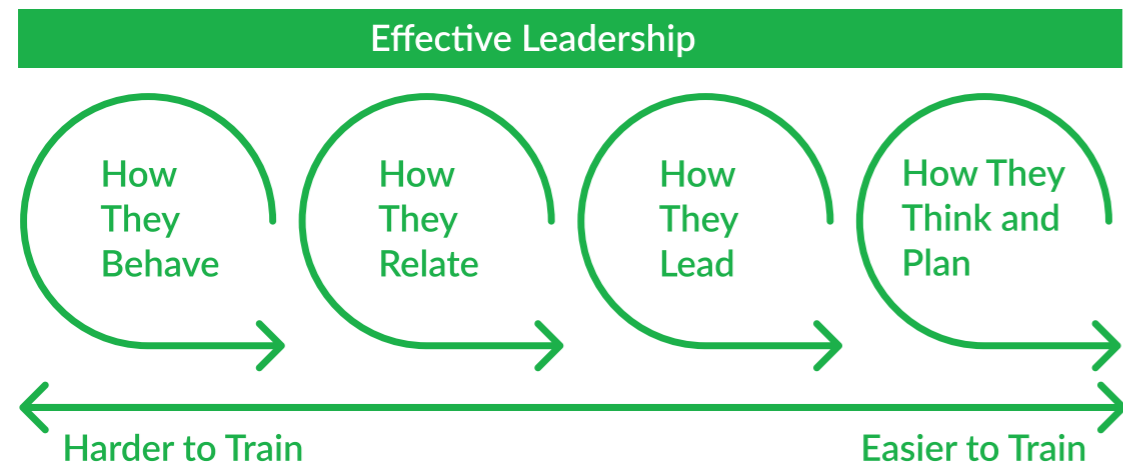
Give your leaders and team members the insights and tools they need to keep everyone in your organisation motivated, aligned, and productive.

The Winsborough Leader 360 survey and report is easy to use and gives you the data and tools you need to engage your people in actionable development initiatives.

Plus, it empowers leaders and team members with the skills and insights they need to improve their own effectiveness and engagement levels.

### Robust framework underpinned by essential leadership behaviours

Winsborough use the domain model of leadership as the underpinning framework for the Winsborough Leader 360.



These four domains form a natural development sequence and hierarchy of trainability. The earlier skills of how you behave and relate need to develop earlier and are harder to master.

## Why the Winsborough Leader 360 is for you.

### Holistic design for optimal experiences

#### A performance boost for all leaders

- Drive business results by developing self-aware leaders who understand their strengths and weaknesses.
- Compare how your leaders measure up against our extensive leadership benchmark.
- Understand team engagement and what levers to use to improve this.
- Receive commentary direct from contributors and developmental tips based on results to kick-start their development journey.
- Use the goal setting resource to turn insights into actions.

#### Empowering a modern workforce

- This 360 utilises machine learning and item response theory to ensure an optimal participant experience.
- Say goodbye to environmentally unsustainable printing and a PDF that gets stuffed in a drawer and forgotten with modern digital reporting.
- Easily administer 360 reviews with an intuitive, user-friendly platform.

#### Tailored to your leadership initiatives

- Leverage our extensive item database and robust research to create a 360 that looks and feels right for you. For example, we can reflect your competencies, organisational brand, language, development needs, and values.
- We can deliver full 360 initiatives for your leaders at any scale; individuals, teams or whole leadership cohorts with a range of cost effective subscription models to suit all of your organisational needs.
- We can conduct the administration and feedback conversations or train you to be the experts in guiding your leaders to a better future.



## Pricing options:

Winsborough can deliver full 360 initiatives for your leaders at any scale, individuals, teams or whole leadership cohorts. Whatever your desired goals and outcomes are, we can deliver a seamless end-to-end 360 process, including individual Developmental Feedback with one of our leadership experts.

### 1. Single Leader 360 from \$895 + GST

- Your leader will receive a feedback report benchmarked against a norm of New Zealand Leaders to create the necessary awareness of potential development opportunities for every leader. Including direct commentary from their contributors.
- Your leader will also receive a 60-minute briefing on their results to facilitate insight into how their reputation is impacting the organisation and its people.

### 2. You can also consider the benefits of extending this opportunity to include:

- Three coaching sessions from **\$1980 + GST** to turn the insights into developmental action.

### 3. Subscription licences, starting from \$15,000 + GST per organisation

- If you care about the ongoing development of your leaders and want regular feedback to be a part of your organisational culture, then a cost effective subscription licence is the best option for you.

Think your team might benefit from doing this collectively?

An aggregate report can be provided when a whole team or leadership cohort level completes a 360. This provides a valuable holistic view of the collective strengths and growth requirements which can be used to drive targeted development.

## A little bit about us

Winsborough specialises in the business of leadership – selecting, developing, supporting and enhancing leaders across public and private organisations, both in New Zealand and globally.

Winsborough believes all employees deserve better leadership, exceptional leadership will provide a better future for us all. Everything we do is in service of making this better future happen. The team at Winsborough are dedicated to improving leadership and performance at all levels of the organisation: individual, group, team, and organisation-wide.

Winsborough is an All of Government provider and can engage with eligible government agencies through this contract.

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Need more information? Contact the Winsborough Team:  
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