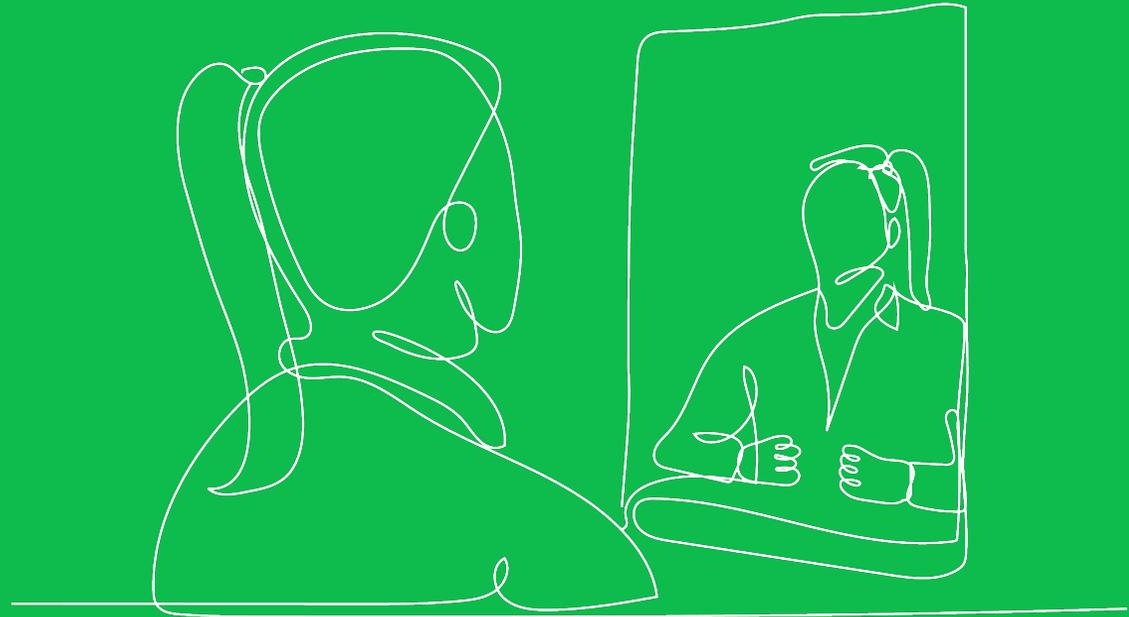


Leader 360

Report Sample Sections



Winsborough Leader 360

Modern, digital, interactive reporting

Leader 360 Report

For Sam Sample



27/05/2023

Best practice design

Designed to encourage developmental action

Your 360 Feedback Journey

1

Understand how to read this report (see below) then explore your summary snapshot. Get a feel for the **big picture**.

2

Review results on each competency, explore the scoring by you and your contributors. Understand the **details**.

3

Review comments and suggestions. Get a feel for the **advice**... then take a break! Reflect, talk to your manager, let your feelings settle.

4

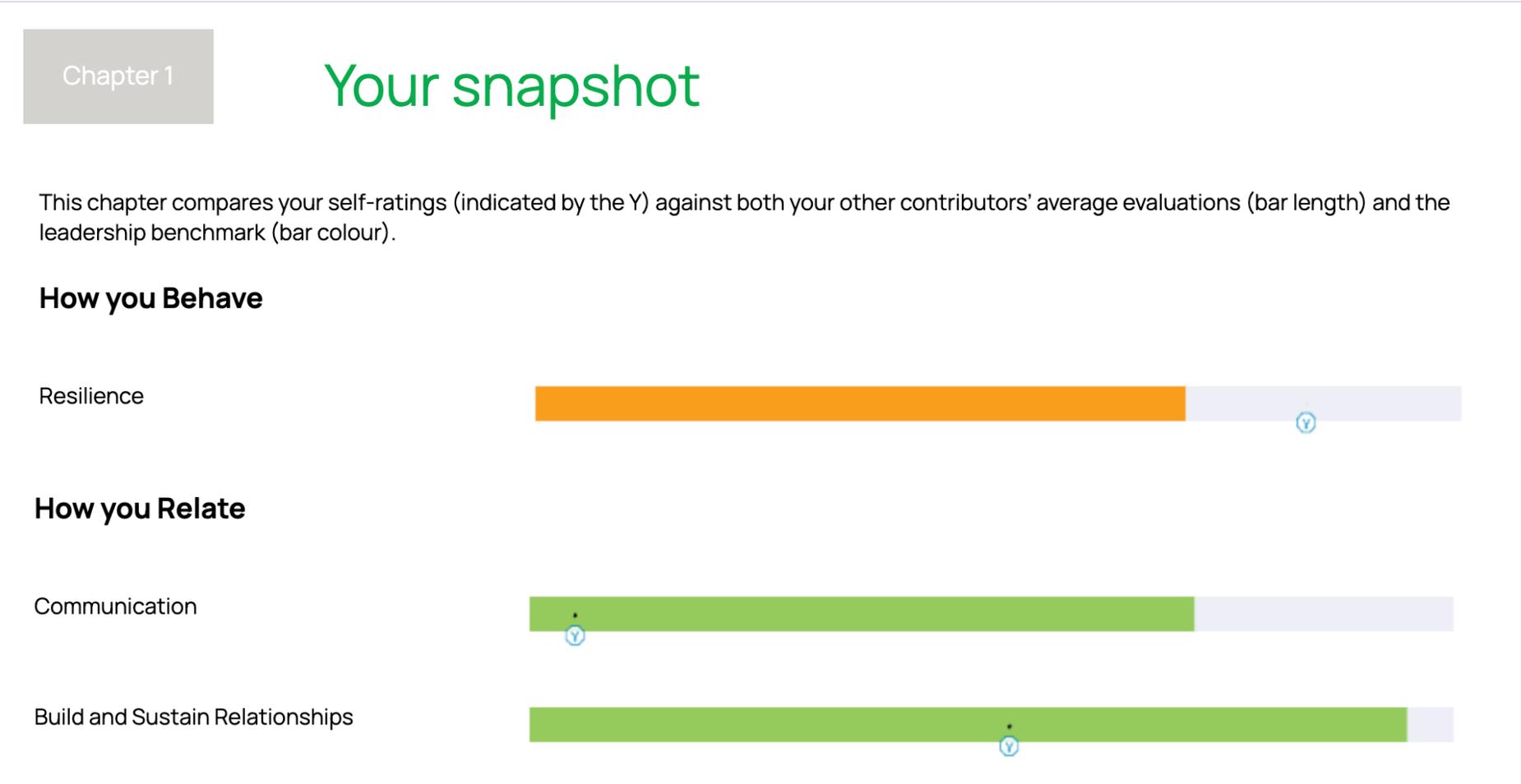
Now identify 2 or 3 key **priorities**. Create a simple development plan with a few clear and specific behaviour changes for each.

Mā te kimi ka kite, Mā te kite ka mōhio, Mā te mōhio ka
mārama

Seek and discover, discover and know, know and become enlightened

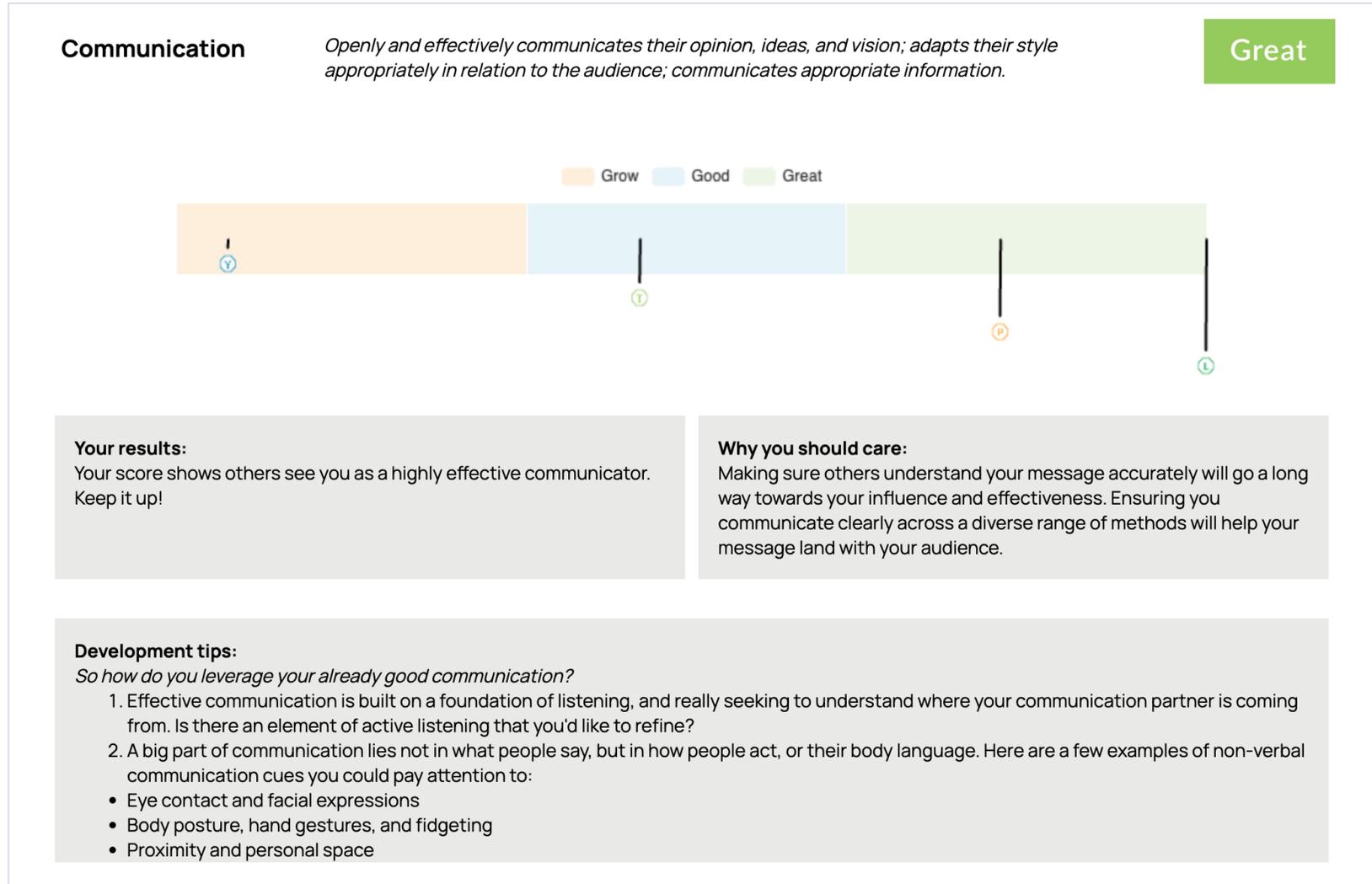
Snapshot of key results

Benchmarked against an impressive 25,000 Leader 360 ratings



Detailed results for each leadership behaviour area

Enables developmental insights with development tips specific to a leaders results



Leadership measures

Benchmarks that emphasise the “So what” for a leader

Leadership Effectiveness Index (%)

The Leadership Effectiveness Index is calculated from the combined results from your contributors across all competencies. We compared their average rating of you with data from more than 5,000 leaders to benchmark your overall effectiveness when compared with other leaders.

The number on the right shows the percent of leaders your result is equal to or better than. Whatever your score, the most important thing is to work out the key areas you can focus on to improve your leadership effectiveness.



Team Engagement Index (%)

Engagement is associated with better work and financial performance, increased teamwork, and improved individual wellbeing. Leadership is one of the strongest drivers of engagement. Our 360 research, using data from over 2,000 employees, identified several items that predict team engagement for a leader.

The score on the right shows the likely impact of your leadership on your team's engagement. See below for some tips based on your result.



Commentary for contributors to provide specific feedback

Opportunities for contributors to encourage and provide developmental suggestions

Chapter 3

Comments and Suggestions

This chapter provides an opportunity for your contributors to let you know what they appreciate about your leadership as well as any suggestions they think would be helpful for you to try.

What is the one thing you value most about Sam's leadership?

- L Sam is working very well with external customers and is bringing the intel back into the organization. She is also proactive around her ELT role and taking the initiative in a number of areas.
- T Great energy and passion for what we do
- T Sam views her work in a positive light, often seeing 'problems' as 'opportunities' - she should maintain this perspective.
- T Strong leadership
- P Knowledgeable thought leader, expert in field, energetic and passionate leader
- P Inspiring leader especially to her team
- P Asking the hard questions of senior leaders and pushing for answers on behalf of others

Where insight turns into action

Resources to encourage behaviour change

Goal setting

Choose 1-3 development goals based on your results from this report. These can be a mixture of strengths to leverage or improvements to work on but they should be specific; the best goals are concrete and clear so you know when you have been successful. E.g., "Have a fortnightly 1-on-1 with each member of my team to talk about how they're going."

Great

Reflections:

Actions:

Contact Winsborough
to order your Leader 360 today

support@winsborough.co.nz or 0800 222 061