



WORKDOVE

360-Degree Feedback: Maximizing Impact

Who Am I?



Lauren McGhee
WorkDove Coach

Former speaker, co-author, and Gallup-certified CliftonStrengths Coach, Lauren leans on years of coaching and consulting experience to provide performance management thought leadership and webinars for WorkDove.

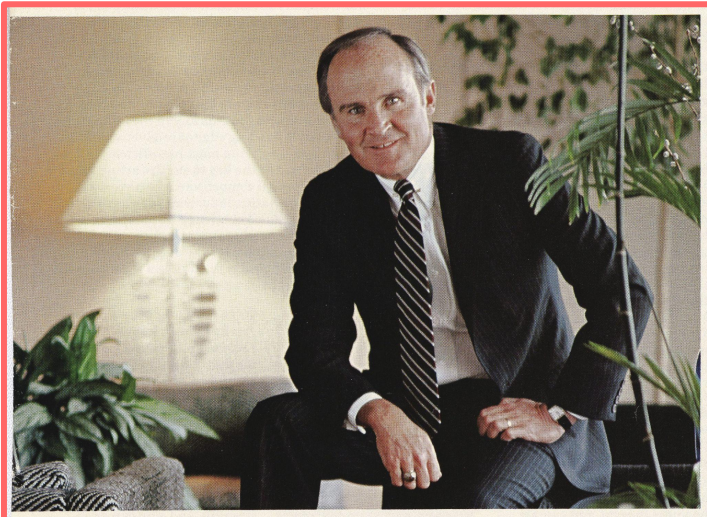


WORKDOVE

Learning Objectives

1. Solidifying why 360-degree feedback is crucial for any organization
2. Knowing how and when to get started with 360 for organizations of any size
3. Preparing company culture for 360 before it is implemented
4. Weighing potential risks with benefits

History of 360



Why Is It Important?

Harvard Business Review

Increased Self-Awareness



Trending Patterns



Increased Motivation to Make a Change



Better Business Outcomes



How to Get Started at ANY Size

Keep it Simple

- No more than 15 minutes
- Test with a pilot group
- Stick with your 'why'



Incorporate Objectives and Core Values

- Star ratings

Get the Right Tool

Find the Right Digital Tool for You

Unsolicited or
Requested

Recommended
Questions

Internal Feedback for Allison Meyers

Close

QuestionsObjectivesCore ValuesLegend4 of 22 / 13 Dec 2021<>

1. This individual inspires a shared vision by providing direction, creating enthusiasm about the future, and translates overall vision into actionable plans

Strongly Agree

Allison is a star. She has provided so much creativity and enthusiasm for the direction that our marketing campaigns have taken our company. She has also reinvented outdated processes and communicates so eloquently, making sure all parties are informed.

2. This individual values people by showing respect for others and their ideas, appreciating differences, and considering others' needs when making decisions

Strongly Agree

In an era where we are so focused on DE&I, Allison has worked to make sure the organization's support and stance are clear in our marketing messages. She is quick to listen far more than she talks, and the end result will shock you.

3. This individual acts in the best interest of the company and the enterprise by being highly ethical, positive, collaborative, and by bettering the company and community

Strongly Agree

I do not know of a more positive and ethical representation of our company. Our goal is for every employee to live up to the same ideals that Allison displays so well.

Unique #
54364

Date of Feedback
13 Dec 2021

Due Date
31 Dec 2021

Employee's Manager(s)
Amy Barnes
Elizabeth Ray

Submitted By
Anonymous

Informative
Reports

When To Get Started?



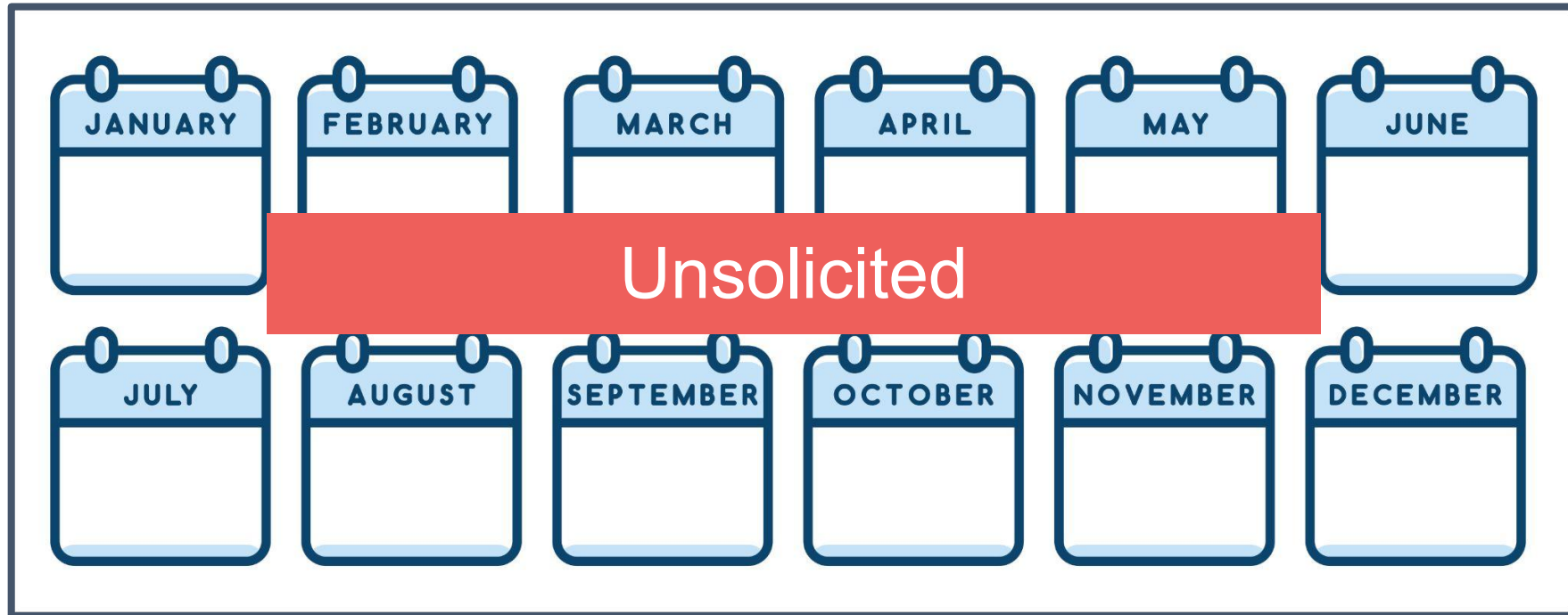
The best time to start was yesterday. The next best time is now.



What is it
used for?

Exclusively

correction



Choose an
appropriate
cadence

Year-Long Feedback

360 and the Performance Review

SUN	MON	TUE	WED	THU	FRI	SAT
						01
2	3	4	5	6	7	8
←	Communicate 360					→
9	10	11	12	13	14	15
←	Select Raters					→
16	17	18	19	20	21	22
←	Send 360 Feedback Forms Out					→
23	24	25	26	27	28	29
30	31					

SUN	MON	TUE	WED	THU	FRI	SAT
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					
←	Begin Performance Review Process					→

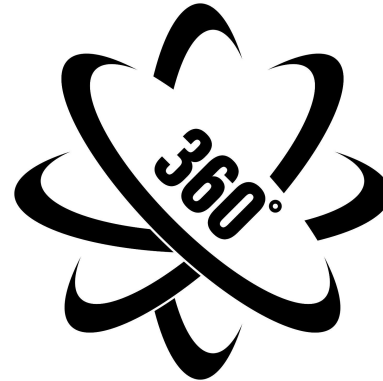
Take Our Poll!



Ready....Or Not?

We Are (or have been) Ready!

Tactical Questions to Consider



We Are Not Quite Ready

Begin promoting a culture of honesty and transparency NOW

Embrace candor

Coach managers on giving feedback

Coach all employees on receiving feedback

We Are Ready!

The Tactical: Maximizing Impact

Q: How do you choose who is giving the feedback?

A: Include supervisors, direct reports if applicable, peers, and external clients if applicable

Q: Should the employee decide the raters? Should the manager?

A: Employees should be able to give suggestions but managers should make the final decision

Q: How many raters should give feedback on the same person?

A: Number of raters will be based on job function but a minimum of 5 is a good rule of thumb

Q: Should 360 be included in the performance review?

A: Should be used as supplemental feedback but should NOT be the only determinant of final scores

Worth the Risk?

Risks

Ill-equipped managers can diminish feedback effectiveness

Lack of anonymity may create tension among employees

Absence of clear purpose can lead to form fatigue or worse, skepticism

If not coupled with continuous feedback, can feel like it's only negative



Bad Methods

Rewards



Increased self-awareness across the organization that leads to higher engagement and improved relationships

Coaching tool for managers to help develop and grow employees

360 feedback can grow WITH your organization as employees get more comfortable with constructive feedback

Gives insight to leaders at the very top where feedback is often absent

Gives employees historical evidence of their growth

Increases accountability across the organization

More holistic and informed performance reviews

Final Thoughts



Check-Ins

Provide the feedback and appreciation team members need and ensure goals stay on track with Check-Ins.

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360-Degree Feedback Digital Tool



Recognition

Celebrate wins and share appreciation in WorkDove or with our Microsoft Teams integration

Custom Build Your Experience

Performance Management Platform

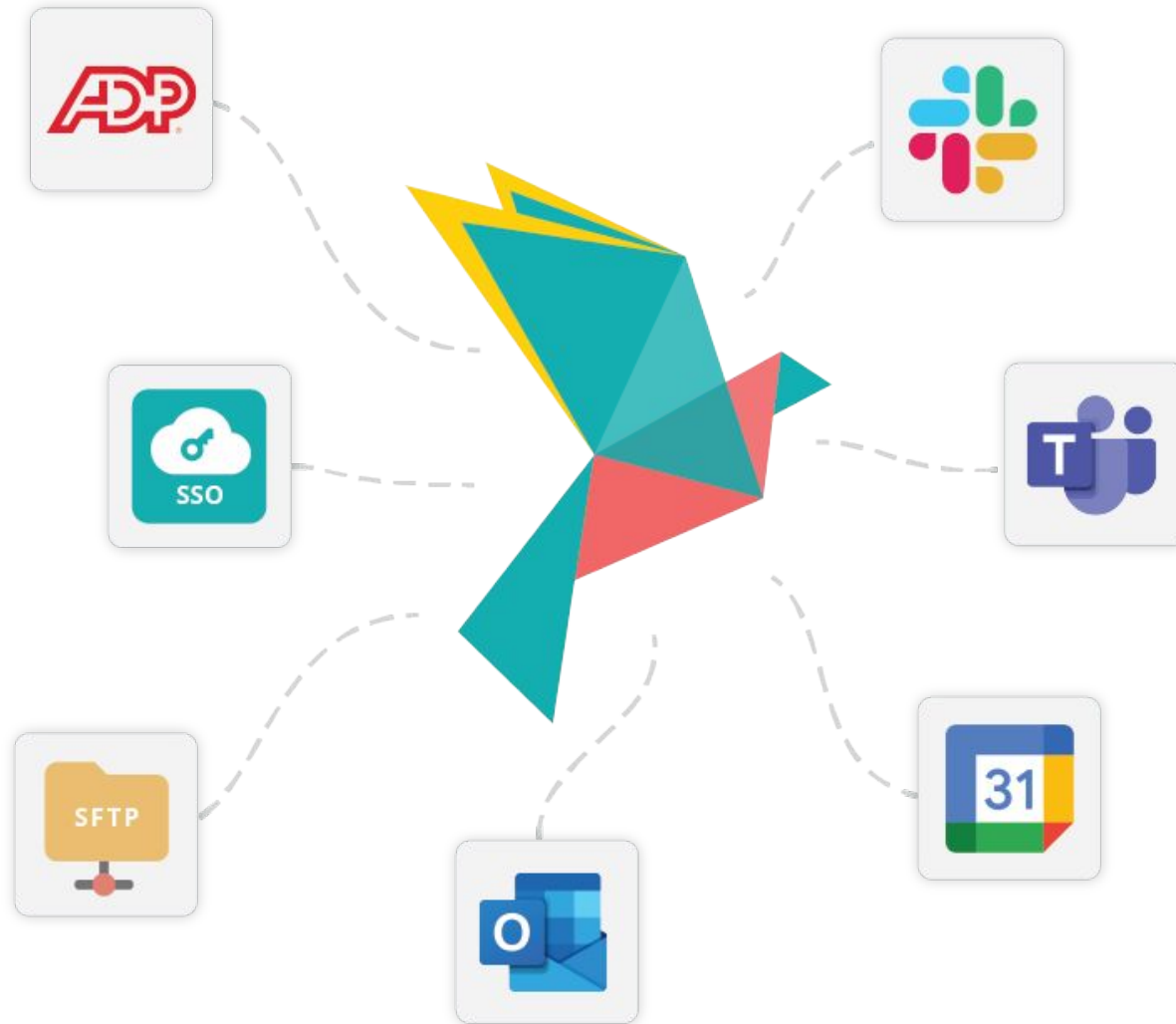


WorkDove Adapts To You



- Configurable Development and Improvement Plans
- Talent Review Card
- Manager Notes

WorkDove Adapts To You





WORKDOVE

Thank You!

If you found value in today's conversation and are interested in learning more about our product and what we do, email us at

Sales@workdove.com