



# ***TWO-DAY TRAINING ON ALERT 360-DEGREE FEEDBACK***

## ***Introduction***

360 degree feedback offers a unique opportunity for managers to find out how their boss(es), colleagues, direct reports, fellow team members, internal and external customers and suppliers perceive their behaviour. It boosts self-confidence, helps managers put more balance into their lives and teaches them to become more effective at work and at home. Key findings reveal that feedback is an important element of a person's professional and personal development. Experience shows that the most effective executives are learners who turn everything into a learning experience.

### ***What you will learn :***

- Getting a clear picture of how to use the Alert 360° evaluation tool in a developmental setting
- Obtaining insight in how to apply the principles of 360° feedback

## ***Programme***

### **Day 1**

- Outline of the 360° instrument, and the research upon which it is based
- Preparing the interpretation of the report
- Validity and reliability
- Feedback workshop
- Example of Alert360° feedback
- Development planning

### **Day 2**

- Practical exercise in giving feedback
- Observation of interaction in feedback
- Applications
- Possibilities and limitations of the instrument
- Analysis of the introductory process
- Setting up coaching programmes

