

Custom Designed 360° Assessment

Multi-Rater Assessment Designed for Your Organization



You know 360° is the way to go...

The perspective others have is important—people act on their perceptions. 360° feedback is an essential tool for...

- leadership assessment,
- competency based development,
- team development, and,
- focusing staff on culture critical behaviours.

A custom solution makes sense. The opportunity to determine competencies, define behavioural indicators, and design your own questions, scales and reports is appealing. Of course, on-line data collection is the way to go.

But it's not that simple...

Implementation is the problem. Building your own solution presents a difficult dilemma. Developing internal expertise to do it yourself gives you control over the process, but only at the cost of significant investment in technical competence and capacity. And hiring someone to build tools and reports for you can be outrageously expensive.

Off-the-shelf solutions are not the answer either. They can be cheaper and quicker to implement than building something yourself. But these tools often offer little or no customization—they give you what they want you to have.

We build a better way...

Our consulting staff work with you to build a 360° assessment process designed to meet the specific needs of your organization and your people. You get a custom solution that is comprehensive, convenient, confidential and cost effective—typically less than the investment you would need to make to purchase an off-the-shelf solution.

How do we do it? We enjoy technology and how it helps us serve you. But we are, first and foremost, organization and individual development consultants. We've been in this business more than 20 years. We know what our assessment customers need because we've been there ourselves—we needed assessment tools to support the learning processes we designed for our consulting clients.

The clients we work with find that that experience makes us an ideal partner on their assessment projects. Our assessment tools and technology are built to deliver the tools you need. Our training and development background means we can work with you to address the individual and organizational issues that can interfere with the effectiveness of a 360° assessment .

The bottom line: results. You get a quality product and excellent service, for a very reasonable investment. And, participants in your 360° process get the learning you hoped that they would.

Let us show you what we can do...



The Features You Need...

Customizable

Our experienced staff can help you avoid the typical pitfalls of 360° assessment—we know what works and what doesn't. Our help might include...

- Clarifying purpose and policies.
- Developing questions to get at the competencies and characteristics you want, or editing a question set you already have.
- Choosing the question types and response scales you need to get high quality data.
- Developing a web portal that is attractive and easy to use to host your assessment.
- Building a report that helps your users quickly understand their data and take action.

Convenient

The easier the assessment process is to use, the better the data participants get from it. We'll make it easy for them, their assessors and you by...

- Getting your assessment process up and running right quickly.
- Administering the data collection process, or giving your staff easy to use tools for this.
- Collecting data via the web, anywhere, anytime, your respondents choose.
- Offering on-line support, and further help is just a toll-free phone call away.

Cost Effective

You get a customized, full-featured 360° process, and great service, often at much less than the price you'll pay for an off-the-shelf solution.

Comprehensive

Our core business is training and development—we know what it takes to help people learn from their 360° experience. If you need it, we can...

- Develop Action Planning Guides to help participants move from reviewing the data to doing something about it.
- Coach, in-person and on the telephone, to facilitate the learning process and application on the job.
- Design and deliver training related to the competencies assessed.
- Coach your coaches and trainers, helping them help others get the most from their 360.

Confidential

Respondents expect their responses to be anonymous. You want the data to be secure. We take care of both by...

- Allowing you to choose amongst 4 different security options to control access to your web based assessment tool.
- Implementing the latest security and back-up technology on our server.
- Ensuring our staff are well trained and following effective processes so assessment data is handled professionally at all times.

Appreciated by Clients Like These...

- Priority Management
- General Dynamics Canada
- Talisman Energy
- Devon Resources
- Aspen Technology Inc.
- Anadarko Petroleum
- Fusion Consulting
- CE Franklin
- EnCana
- EnerPlus
- Nexen Resources
- Raytheon Canada
- City of Calgary
- Diversified Staffing
- Canadian Pacific Railway
- Credit Union Central of Manitoba
- TransAlta

Custom Designed 360° Assessment Processes That Work

Working with Clients Like The Banff Centre...

Located in the Canadian Rocky Mountains, the Banff Centre provides a unique learning environment. In the last 50 years, more than a quarter of a million managers and leaders from Canada and around the world have come to the Centre to get the edge they need to succeed in business and the public sector. The Centre's Leadership Development Programs enable fundamental transformation in individuals, organizations, and communities.

When the Banff Centre wanted 360° assessment for their participants, they came to Corporate Compass for help. Here's a quick look at the custom assessment process we built for use in each of their core leadership development programs.

Welcome to The Banff Centre 360° Assessment Tool

In a competitive, volatile, and rapidly changing business climate, highly focused and strategic visions are critical for success. This program helps participants focus on the essential skills needed to lead an organization, business unit, or team by creating a sense of direction within a complex environment. The Banff Centre 360° Assessment Tool offers a unique opportunity for participants in the "Leading Strategically" program to see themselves the way others see them.

The questions asked and areas assessed come straight from the content of the program. The feedback collected will be used during the session to help participants gain insight into their leadership character while they develop a personal leadership roadmap.

As an assessor in this process, you are promised anonymity. Your responses will be combined with those from other assessors, and will not be attributed to you in any way. You should know however that your comments will be reported to the participant verbatim - they will not be edited in any way.

Before you begin this assessment...

- Take a look at the *Help file* - for instructions regarding the assessment tool.
- Be sure you have the *Security Code* you were provided - if you are assessing more than 1 individual, you will have a different code for each one.
- Set aside enough time - you will need 20-30 minutes to complete the assessment. While we recommend you complete it in one sitting, you can leave and come back without losing your completed responses - see the Help file.

When you are ready, click on the button below to get started...

Begin Now

A custom designed web portal incorporates your graphics and colours. Your assessment is hosted on our servers—you don't have to worry about technical or security issues.

Leading Strategically
The Banff Centre 360° Assessment Tool

Prepared for: Sample Leader
Assessment Number: 1001

Table of Contents:

- Self-Discipline
- Strategic Thinking
- Teamwork
- Communication
- Leadership
- Change Management
- Business Development
- Customer Service
- Project Management
- Financial Management
- Human Resources
- Marketing
- Operations
- Public Relations
- Quality Management
- Systems Management
- Technology Management
- Training
- Vendor Management
- Work Environment

Leading Strategically
Overall Assessment Summary - Assessments

Prepared for: 1001

Overall Average for all Responses to the Assessment

Area	Self	Other
Self-Discipline	75	70
Strategic Thinking	65	60
Teamwork	80	75
Communication	70	65
Leadership	85	80
Change Management	75	70
Business Development	65	60
Customer Service	75	70
Project Management	65	60
Financial Management	75	70
Human Resources	65	60
Marketing	75	70
Operations	65	60
Public Relations	75	70
Quality Management	65	60
Systems Management	75	70
Technology Management	65	60
Training	75	70
Vendor Management	65	60
Work Environment	75	70

Graphic reports, with charts and stats ensure the data is clear and your participants are quickly able to act on their feedback.

Leading Strategically
Strategic Thinking (Service-Making)

Prepared for: 1001

Question:

24. I present a clear vision of the organization's future.

Response Scale: 1 (Strongly Disagree) to 5 (Strongly Agree)

Leading Strategically
Teamwork

Prepared for: 1001

Question:

25. I encourage team members to share their ideas and opinions.

Response Scale: 1 (Strongly Disagree) to 5 (Strongly Agree)

Leading Strategically
Communication

Prepared for: 1001

Question:

26. I listen to others and try to understand their point of view.

Response Scale: 1 (Strongly Disagree) to 5 (Strongly Agree)

LEADING STRATEGICALLY
Self-Discipline (Page 2 of 16)

Self-Discipline is a personal quality that reflects a conscious and consistent commitment to effort. Please indicate the extent to which you agree that each of the following statements describes the individual you are assessing.

This individual...

Maintains focus by concentrating on the issue at hand, avoiding distractions.

Response Scale: 1 (Completely Agree) to 5 (No Opinion/No Opportunity to Observe)

Uses their time effectively and efficiently.

Response Scale: 1 (Completely Agree) to 5 (No Opinion/No Opportunity to Observe)

Please comment on your responses above...

Question types and response scales are designed to suit your specific needs. Text areas ensure participants get extensive comments. Question branching and other sophisticated features are also available.

LEADING STRATEGICALLY
Strengths (Page 14 of 16)

Every leader has strengths, areas of their work where they act competently and with confidence. What areas of strengths would you encourage this individual to develop and use more often?

Area of Strength 1:

Area of Strength 2:

Area of Strength 3:

State of the art security ensures your assessments can only be accessed by authorized individuals and your data is safe. Respondents can re-enter incomplete assessments.

LEADING STRATEGICALLY
Security Log In

Please enter the Security Code you were provided, then click "Continue".

WDMNJF [Continue]

LEADING STRATEGICALLY
Re-entering an Assessment

Please make a note of your Security Code. If you need to return to an incomplete assessment, you will need the Security Code to recover the responses you did complete.

Your Security Code is: **WDMNJF**

[Continue]



Available To Serve You Across Canada and the US...

Corporate Compass is a division of Key Consulting Group Inc. Since 1987, the partners at Key have consulted to a broad range of clients in the private, public and not-for-profit sectors.

With offices in Calgary and Edmonton, Alberta, and associates across Canada, you can count on Key Consulting Group for practical, high impact solutions in any of these areas...

- Organization Effectiveness Consulting - change management, strategy development, process review, service enhancement, team building, etc.
• Leadership Development - competency assessment, training design, workshop delivery, retreat facilitation, individual and team coaching, etc.
• Training Design & Delivery - dynamic custom training for leaders, coaches, teams, service providers and other trainers.

For more information about Corporate Compass, please contact...

Calgary

Suite 20
805—5th Avenue SW
Calgary, Alberta
T2P 0N6

Randy Parkin
403.256.6869
randy@keyinc.com

Robert Craddock
403.257.3399
robert@keyinc.com

Edmonton

Suite 100
5104—82nd Avenue
Edmonton, Alberta
T6B 0E6

Don Beeken
780.423.1896
don@keyinc.com

Across Canada

Toll Free...
1.888.453.9462

Or visit us on the web...
CorporateCompass.com



The services and products of Corporate Compass are offered through our associates in Leadership Alliance. Leadership Alliance is an association of like-minded consulting companies focused on organization effectiveness, training and human resource management. As founding members of the Alliance, we can also help you access this pool of unique talents, fine products and quality services to address your specific needs. Leadership Alliance is always on the lookout for other companies interested in joining our small, but dynamic and capable group. Please contact us for more information if you are interested.

