



CAREER MANAGEMENT PARTNERS  
Acquisition | Development | Outplacement

September 2015

## Driving Performance and Development through 360 Feedback

### Greetings From Joe Frodsham President, CMP

As we officially move into the fall season, we at CMP look back at what was a full summer marked by change. In the last three months we have moved our office, enhanced our services, onboarded a TDS practice leader, and integrated new clients and programs along the way. All of these changes were driven by feedback from many of you.



Joe Frodsham

Feedback is the life blood of our firm, and will be the cornerstone of any success we have going forward. Feedback is necessary to learn, survive and thrive. We have all seen too many individuals, teams and companies decline because they did not seek-out the feedback necessary to adapt in a changing world.

When used effectively, multi-rater feedback drives insight, performance and targeted development in unique and powerful ways. It can change the trajectory of careers, and even lives. This issue highlights some key practices for driving performance and development through 360

### In This Issue

[Feedback for Performance: 8 Tips for Conducting 360 Degree Performance Reviews](#)

[Position for Impact: 5 Tips for 360 Survey Administration](#)

[Making Your Feedback Matter: 8 Must-Have Behaviors for Providing Feedback](#)

[Building Self-Awareness and Performance Through 360 Assessment](#)

[Join Our Mailing List!](#)

### **360 Assessments Offerings**

Many of our clients work with us to customize a 360 to achieve their business objectives. Other clients draw from our off-the-shelf battery of 360 assessments, this includes:

Context-Based 360

360 Leadership Navigator for Corporate Leaders

360 Leadership Navigator for Executives

assessment.

I hope you have a terrific fall season,  
Joe Frodsham

## Feedback for Performance: 8 Tips for Conducting 360 Degree Performance Reviews

Research has shown that traditional performance appraisals fail to provide an accurate view of performance. One of the most effective ways to improve the process is to incorporate a 360 degree feedback assessment. 360 feedback provides more points of reference and facilitates a more meaningful developmental conversation between manager and reports. We recommend the following 8 tips for conducting 360 degree performance reviews...[Read More](#)

## Position for Impact: 5 Tips for 360 Survey Administration

The impact of your 360 assessment will be enhanced by using the following administration guidelines.

**1. Communicate in Advance:** Explain why the survey is being conducted. To ensure the full and honest participation of raters, it is important to share why the 360 is important to the organization, department/team and for the individual receiving the feedback.... [Read More](#)

## Making Your Feedback Matter: 8 Must-Have Behaviors for Providing Feedback

No individual, team, species or organization can survive and thrive without learning and adapting. Core to adapting and thriving is the information that comes from feedback. As a manager, the most important thing you do is develop people and performance through feedback. Below are eight must-have behaviors for providing feedback that matters... [Read](#)

Influence with Impact 360

Leadership Agility Profile (LAP)  
360 Assessment

Leading from a Distance 360

Campbell Leadership Index  
(CLI) - Enhanced Report

Campbell Leadership Index  
(CLI) - Standard Report

Leadership Assessment Survey

To discuss the use of 360 in your business, please contact Amanda Connelly,  
[amandac@careermp.com](mailto:amandac@careermp.com)



[More](#)

## Building Self-Awareness and Performance Through 360 Assessment

With various performance management systems and processes in place today it's no wonder why there's so much buzz regarding putting an end to current annual performance review processes, some inclusive of 360-degree feedback...

[Read More](#)



Joe Frodsham  
President  
Career Management Partners  
972.680.9200  
[www.careemp.com](http://www.careemp.com)