



# LEAD 360° feedback information

For participants

Hello

As part of LEAD we are offering participants who sign up to the full 18 month programme the opportunity to receive facilitated 360° feedback, to help them identify both their strengths and areas for development.

## What is 360° feedback?

Simply put 360° feedback is feedback in the round. It's a process designed to help the participant obtain a range of perspectives from: themselves, their peer colleagues, team members, line manager, others they work with or alongside on specific projects.

## Who can I ask to give me feedback?

We suggest aiming for between 5-8 respondents so you don't have too many people to chase up for feedback, but enough to give a range of perspectives. If your struggling to think of people maybe your line manager could make suggestions.

As well as your line manager, other options could be:

- A colleague from your team you work closely with
- A colleague from another team who you've worked with on a project or event
- At least one person you line manage or a volunteer you work with regularly.
- Someone external, to the organisation who you work with either on an ongoing basis or on a particular project

The key thing is to choose people who know you well enough to be able to give you feedback on at least some of these areas: **accountability, planning and organisation, communicating and influencing, working with others, leadership, risk-taking, decision making, delivering results, and adapting and learning new things.**

**Don't forget to email their contact details to the leadership development officer at [LEAD@churcharmy.org](mailto:LEAD@churcharmy.org)**

## About the coaching conversation

You will receive your 360° feedback report 30 minutes before your coaching session.

The follow up coaching session is designed as a supportive two-way conversation - an opportunity for you to comment on the report, for us to celebrate your strengths, and to identify learning goals to address one of the areas you'd either like to improve on, become competent in or develop into a strength.

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### What information do I need?

Enclosed is some brief information you can give to people you approach to contribute to your 360°. You can either discuss it with them over the phone or enclose in an email.

Please get in touch if there's any other information you need before you complete your 360° feedback via email [LEAD@churcharmy.org](mailto:LEAD@churcharmy.org) or phone 0114 553 5167 ext 1697.

I look forward to receiving your 360° feedback,

*Jayne Elliott*

Leadership Development Officer

LEAD facilitator