



LEADERSHIP FEEDBACK

CONTRIBUTES TOWARDS EFFECTIVE LEADERSHIP
INCREASES TEAM PERFORMANCE AND ENGAGEMENT

The employees give their manager feedback on the most critical aspects of their leadership. It takes just five minutes to answer the twelve questions.

EFFECTIVE LEADERSHIP

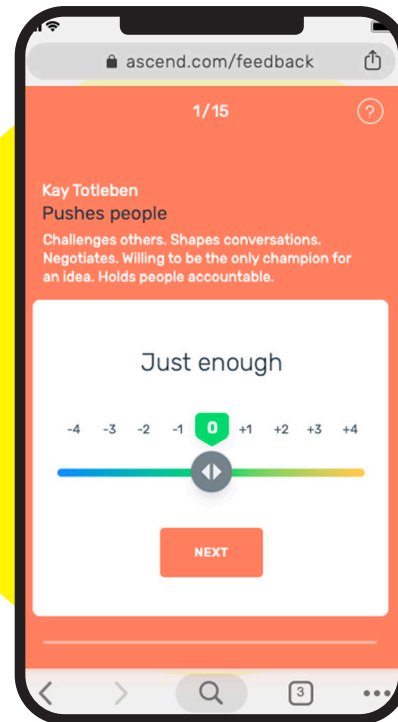
Effective leadership is about being able to build high-performing teams that function well together and achieve the designated goals. In order for a leader to become effective, this individual needs to create an environment that promotes development and encourages involvement and participation. Teams are continuously evolving and it is therefore vital for management to adapt in order to match their current needs and wishes. Assessio's feedback tool is specifically designed to help managers develop and improve their skills and abilities in this area by allowing employees to give regular feedback to their manager in a simple manner.

WHAT IS LEADERSHIP FEEDBACK?

Unlike 360 analyses, our product provides managers with feedback from one direction only - from the members of their team. The feedback is based on the most critical aspects of leadership:

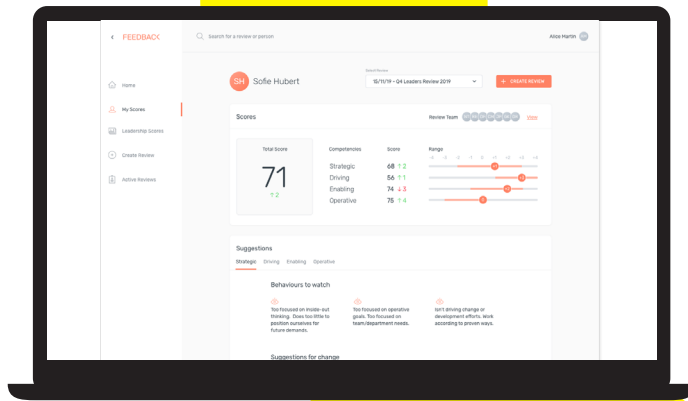
- The ability to enable change and development.
- The ability to coach and listen.
- The ability to work strategically.
- The ability to work operationally.

These aspects are crucial for all leadership positions and provide managers with both insights and incentives to steer their leadership in the right direction. The team members answer twelve questions and evaluate how well the manager's leadership style matches the team's needs, and not how good or bad the manager is.



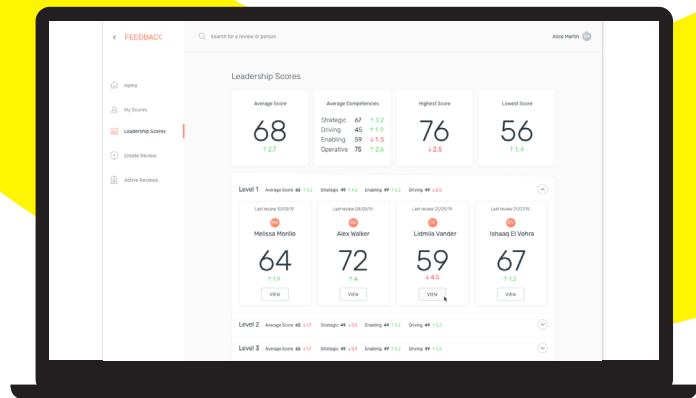
THIS IS HOW IT WORKS

The feedback tool consists of a web application that is built around your organisation and the relevant leaders and teams. You choose how many times the survey will be conducted, ideally three or four times a year. The employees providing feedback are sent a link to the survey, which takes about five minutes to answer. To help the manager understand how effective he or she currently is and how this changes over time, a point scale from 0 to 100 is used. The closer to 100, the more effective the manager is at meeting the team's needs and wishes. The point scale is designed to maximise clarity and ability to act on the feedback provided. This allows the manager to see if he or she over-uses or under-uses any aspects of his or her leadership. The points and comments that are given by the co-workers create a clear basis and incentive for changing behaviour. The feedback tool also offers suggestions on how the manager can develop his or her leadership capabilities. The feedback tool also gives HR and management the managers' average rating and they can see what has happened since the previous evaluation.



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THE FEEDBACK TOOL IS DESIGNED TO ASSIST:

- Organisations that are in a process of change.
- Organisations that want to increase employee engagement.
- Organisations that want to drive leadership development.
- The individual leader.

BENEFITS

The feedback tool provides the leaders in your organisation with insights and incentives to change their leadership to meet the teams' needs. A more effective leadership will help accelerate the implementation of your strategy, improve engagement among your co-workers, and ensure that high performers stay with your company.

FAST FACTS

- The feedback tool measures your managers' effectiveness.
- Shows how great the need for behaviour change and development is among your managers.
- The employees answer twelve questions and the survey takes only five minutes to complete.
- Managers receive relevant feedback that is easy to act upon.

EFFECTIVE LEADERSHIP



“THE ABILITY TO BUILD
AND MAINTAIN A
HIGH-PERFORMING
TEAM.”