



Revolutionize Leadership: **Unlock** **Learning and** **Growth with 360** **Assessments**



POLL

Have you used 360 leadership assessments in your organization?

- Yes
- No

Content and Objectives

Content

Objectives

- Introduction to 360 Assessments: Definition and benefits
- The Role of Coaching: How coaching complements 360 Assessments
- Strategies for Sustainable Growth: Tools to create long-term growth frameworks.
- Practical applications of 360 Assessments and Coaching

- Identify the Role of 360 Assessments in leadership development
- Describe how coaching complements 360 Assessments
- Recognize strategies for sustainable growth.
- List real-world applications of 360 Assessments and Coaching

Norms of Engagement



- Bring a positive mood
- Come with an open mind
- Be ready to share so everyone learns
- Raise your hand if you want to speak



**How Do You Think Today's Webinar
Will Benefit You?**



Leadership Development: Navigating Challenges, Driving Success



Leadership Development refers to a systematic and intentional process of enhancing an individual's or group's capacity to lead effectively within an organization by fostering the skills, behaviors, mindsets, and self-awareness necessary to navigate complex challenges, inspire others, and drive organizational success.



CHAT BOX

What is the biggest gap you've observed in leadership development generally?

Key Challenges in Leadership Development



Lack of Self-Awareness and Blind Spots

Key Challenges in Leadership Development Cont'd



Ineffective Feedback Channels

Key Challenges in Leadership Development

Cont'd



Inconsistent Growth and Development



CHATBOX

What's one impact you've seen from poor leadership in your organization.

The High Cost of Poor Leadership



According to a Gallup study(2023), **only 21% of employees strongly agree that they trust their leadership**, and companies with poor leadership experience **37% higher employee turnover** and **50% lower productivity** than those with effective leadership.



Understanding **360 Assessments:** Key Benefits



POLL

**On a scale of 1-5, how familiar
are you with 360 assessments?**
(1 = Not at all, 5 = Very familiar)

360 Assessment



A **360 Assessment** is a structured tool designed to collect **comprehensive feedback** on a leader's performance and behavior from **multiple perspectives**, including:

- Peers
- Direct reports
- Line managers
- Self
- Others

Key Benefits



**Increased Self-Awareness &
Identification of Strengths and
Development Areas**



**Encourages Feedback from
Multiple Stakeholders**

Key Benefits Cont'd



**More Targeted Leadership
Development**



CHAT BOX

Who typically provides feedback in a 360 assessment?



How Coaching Complements 360 Assessments

What is Coaching?



Coaching is **unlocking people's potential to maximise their own performance**. It is helping them to learn rather than teaching them – Sir John Whitmore

How Coaching Complements 360 Assessments



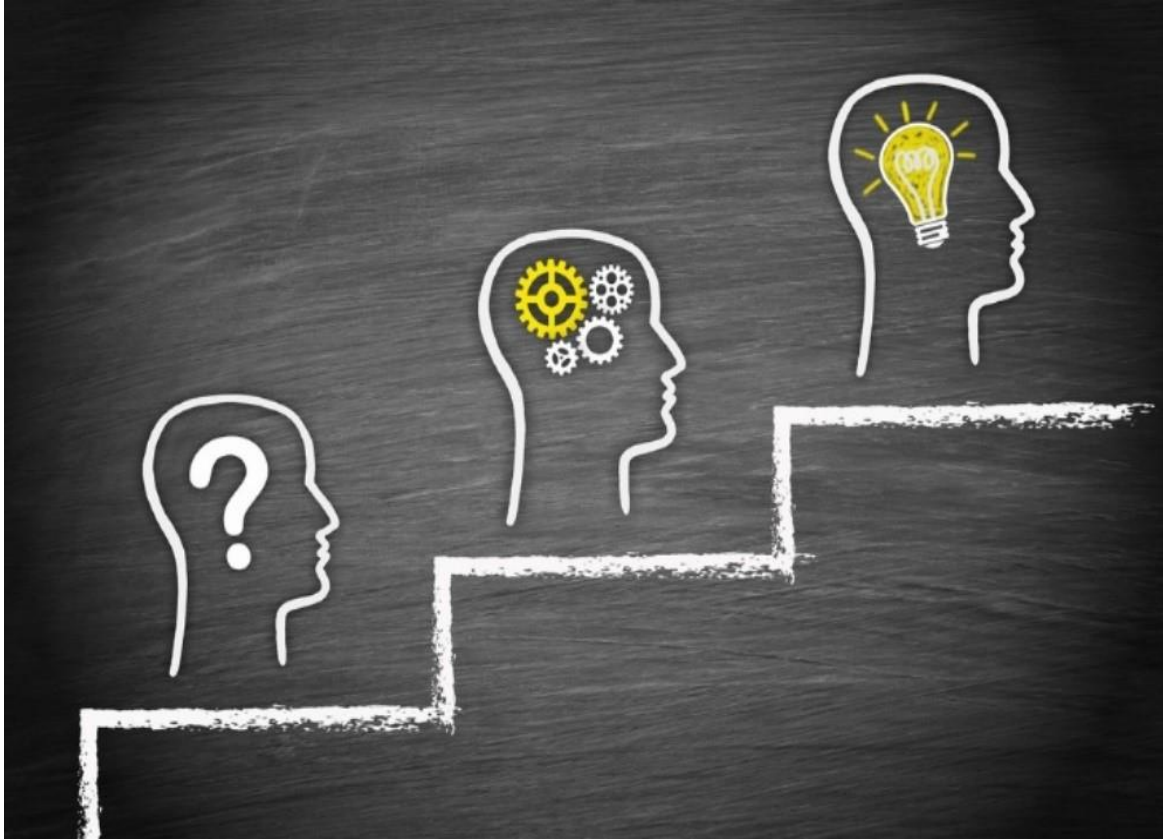
**Interpreting Feedback – Turning
Data into Insights**

How Coaching Complements 360 Assessments Cont'd



**Behavioral Adjustments –
Applying Feedback for Growth**

How Coaching Complements 360 Assessments Cont'd



**Creating an Actionable
Leadership Development Plan**



Case Study

Deloitte's Transformation Through 360-Degree Feedback



Key Tools for Sustainable Leadership Growth: Framework



CHAT BOX

What are the top leadership qualities you believe every great leader should have?

Key Competencies for Impactful Leadership



- Communication
- Decision Making
- Delegation
- Emotional Intelligence
- Resilience & Stress Management
- Strategic Thinking
- Team Building & Collaboration

Key Tools for Sustainable Leadership Growth Framework



**Start with a 360 Assessment to
Identify Strengths and Gaps**

Key Tools for Sustainable Leadership Growth Framework Cont'd



**Create an Action Plan Based on
Feedback**

Key Tools for Sustainable Leadership Growth Framework Cont'd



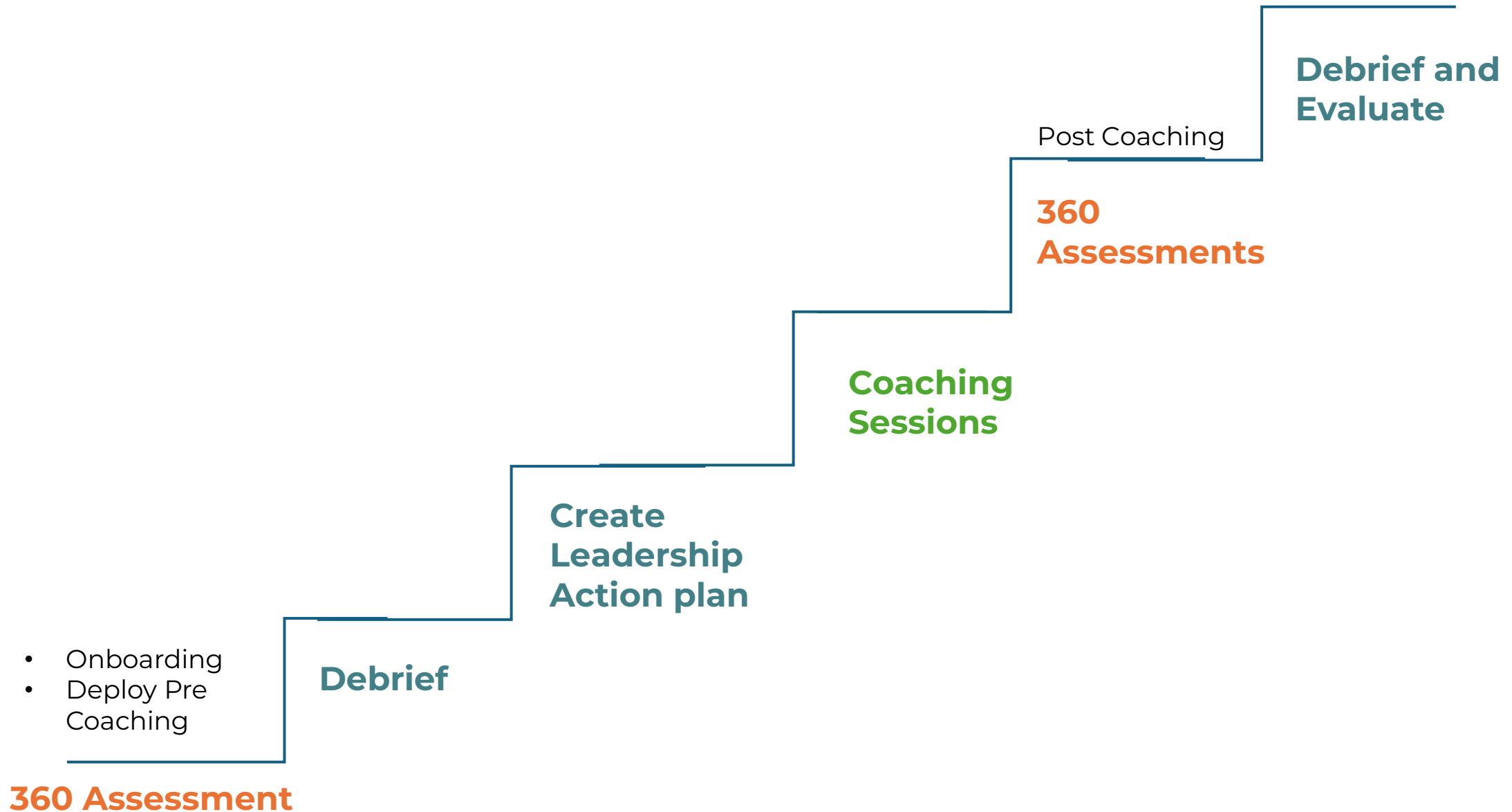
**Engage in Coaching to Drive
Development**

Key Tools for Sustainable Leadership Growth Framework Cont'd



Re-evaluate to measure progress

Framework for Long-Term Growth





Practical Applications Of 360 Assessment And Coaching

EZ37's Leadership Impact Assessment

Below is a summarized example of **key feedback areas** from a 360 Assessment report for a mid-level manager

Leadership Competency Ratings (Scale of 1-4)

- **Communication & Clarity** – ★ ★ ☆ ☆ (2.5) *[Average]*
- **Decision-Making** – ★ ☆ ☆ ☆ (0.5) *[Very Low]*
- **Team Building & Collaboration** – ★ ★ ★ ★ (3.8) *[Very High]*
- **Emotional Intelligence** – ★ ★ ☆ ☆ (2.6) *[Average]*
- **Delegation** – ★ ☆ ☆ ☆ (0.4) *[Very Low]*
- **Resilience & Stress Management** – ★ ★ ★ ☆ (3.2) *[High]*
- **Strategic Thinking** – ★ ★ ★ ☆ (3.1) *[High]*

Key Strengths Identified:

- **Team Building & Collaboration** – Effectively fosters collaboration and trust within teams.
- **Resilience & Stress Management** – Maintains composure and problem-solving ability in demanding situations.

Development Areas:

- **Decision-making** – Hesitates in making timely choices, leading to execution slowdowns.
- **Delegation** – Hesitant to entrust tasks, leading to inefficiencies and potential burnout.

Action Plan Based on Insights



Insights could vary and could include, but are not limited to:

- **Coaching on decision-making efficiency.**
- **Leadership training focused on delegation.**
- **Implement a Follow-Up 360 Assessment.**



CHAT BOX

If you received a 360 Assessment today, which leadership area do you think you would score the highest?



Overcoming Common Objections and Misconceptions



CHAT BOX

What's the biggest concern you have about implementing 360 Assessments, whether in your organization or team?

Overcoming Common Objections and Misconceptions



What if the feedback is too harsh?

Overcoming Common Objections and Misconceptions Cont'd



Will leaders feel exposed?

Overcoming Common Objections and Misconceptions Cont'd



How objective will the feedback be?

Overcoming Common Objections and Misconceptions Cont'd



How long does it take to see results?

Conclusion



360 Assessments are **not about criticism**, they are about **empowering leaders to grow, adapt, and lead with confidence**. When implemented correctly, they **enhance leadership effectiveness and business success**.

Questions & Answers



Content and Objectives Revisited

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complements 360 Assessments

- Describe how coaching complements
360 Assessments

- Strategies for Sustainable Growth:
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frameworks.

- Recognize strategies for sustainable
growth.

- Practical applications of 360
Assessments and Coaching

- List real-world applications of 360
Assessments and Coaching

Key Takeaways



**What has been your
key takeaway from
the session?**

Next Steps – Take Action Today!



- **Limited-Time Incentive**
To help you experience the benefits firsthand, we're offering a **free debrief with a certified coach** for the first **2 participants** who pay for the assessment.
- **Visit <https://ez37solutions.org>**: Access more resources and details
- **Contact us for a customized proposal** tailored to your team's leadership development needs.
<https://ez37solutions.org/assessment.html>

FACILITATOR'S CONTACT



COACH ADAORA

LinkedIn Profile: Adaora Ayoade, ICF- PCC

Email: coachadaora@ezcoaching.org, adaora@ez37solutions.org

Website: www.ezcoaching.org

Contact Number: +234 809 788 1001

**THANK
YOU**