

information + insight = results

“The online reports provide clear data that can be readily translated into action steps. The Dual Scale enabled us to see the difference between what the managers are doing and the specific requirements of their position. The report’s links to their development planning”

- Jeff Hackel, VP of Human Resources

Web-based 360 surveys with all the features and support you’re looking for already built in – by design.

360 software that is easy, execution that is smooth, feedback that is actionable

Effective 360 Degree Feedback

Your organization’s goal is to grow leadership talent through a focused and knowledgeable process, not spend your time and resources with a 360 degree survey tool that is hard to administer, understand, and use.

Lasting Impact delivers a robust and user friendly web-based 360 survey tool that increases data accuracy, decreases processing time, improves response rates, and reduces cost. Most importantly, it provides the feedback you need easily, efficiently, and meaningfully so you can spend more time and resources on the resulting development work your leaders need to be successful.

Focus View™ 360 is a flexible, easy to administer feedback process, provides actionable reports with development recommendations specific to the participants’ real work, and includes a complete support system to get it done right. Listed below are some of the features designed in the process to give you the results you need from your Focus View™ 360 survey process.

Results You Want	Features Designed In	Benefits to You
Accurate 360 Feedback	Dual Scale Difference™—the dual scale shows current and needed frequencies of behaviors for each rater group	<ul style="list-style-type: none"> • Flexible position-specific feedback • Identification of gaps between current and needed levels of behavior so action steps can be taken • Priority-ranking of competencies shows where to focus the development efforts.
Clear Results	Easy-to-read online reports in both graphic and table formats; open-ended comments also included	<ul style="list-style-type: none"> • Results are automatically compiled and presented to make interpretation easy • Generates a gap analysis that quickly shows strengths (smaller gaps) and areas needing improvement (larger gaps) specific to the job; development priorities are identified to make it easier to create action plans.
Actionable Plans	Online development tips and resources are automatically available.	Links competencies to action ideas and resources (e.g., books, internal training classes); a planning guide lets the leader easily see the next steps to moving forward
Leadership Team Reports	Aggregate reports for leadership teams are automatically assembled	<ul style="list-style-type: none"> • Reveals strengths and development needs of the management group as a whole • Guides leadership development efforts as a team

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Survey System Results You Want	Features Designed In	Benefits to You
Easy for participants	Personalized 360 web page with one login link and password for all surveys	<ul style="list-style-type: none"> Organizes all participants' surveys and raters needing to complete assessments in one place, saving the user time and increasing participation rates and results Survey "To-Do" list and instructions and reduce training support needed
Easy to Administer	process through preloaded lists external raters	<ul style="list-style-type: none"> Simple point-and-click rater selection decreases administrative time Can adapt real-time to increase results such as adding external raters Effective in managing raters, yielding better and more timely returns
Timely Adjustments	Confidential real-time response rates available to the administrator and the 360 participants	<ul style="list-style-type: none"> Shows participants the response rates when the minimum numbers for each rater type have been met; allows for adjustments if necessary Generates reminders automatically and/or as needed that go only to those raters who have not yet participated
Efficient to Implement	Flexible, customizable process with the background support tailored to your capabilities and needs	<ul style="list-style-type: none"> Draw from a library of tested items or use your own competency model Can add or segment unlimited rater types Notifications, reminders, deadlines, and number of raters can differ at the individual level so that accommodation can be made without affecting the entire process Supports multiple languages

"The flexibility of the instrument allows us to measure against the exact behavior we are tracking and reinforcing within our leadership curriculum."

--Chris Weber
Director, OD & Learning

Worry-Free 360 Technology

Our Focus View 360 survey is a web-based Application Service Provider (ASP).

✓ *There is no special software for you to install or maintain.*

✓ *Your internal IT resources won't be needed.*

✓ *Security and redundant back up systems are handled*

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Hosted model ensures anonymity which produces better data. The software system also allows non-technical users to customize and manage aspects of the 360 degree survey process as desired, putting you in control of the survey process from beginning to end.

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Consulting Support for the 360 Degree Survey Process

It takes more than software for a 360 assessment to achieve your leadership development objectives. The upfront communication, survey design, and follow-up development planning and execution are all essential to ensuring the desired outcome: *Your participants taking action to grow as leaders.*

Our leadership development consultants will support you throughout all of the key steps in your 360 Degree Feedback process.

Consulting Support	Key Steps
Project Planning	<ul style="list-style-type: none"> Clarify the goals of the 360 process Determine how data will be used Decide on level of customization desired Establish schedule for implementation
Competency Model Development and Survey Design	<p>Three basic options:</p> <ul style="list-style-type: none"> • Use your own existing competency model • Your interval 360 team selects desired competencies and related behaviors from our database; items are modified to meet your unique culture, brand and needs • Lasting Impact consultants develop competency model specific to your organization. This usually involves critical incident behavior interviews with high performing leaders.
Acting on the Feedback	<ul style="list-style-type: none"> Coaching – meet one-on-one or in a group session with participants to review their feedback report and develop action plans Training & Development – teach managers how to use the 360 feedback to coach their direct reports and/or teach internal consultants how to serve as coaches throughout the process Presenting to Leadership Team – review aggregate data with the leadership team and discuss implications.

Who We Are

Lasting Impact’s team of Senior leadership development consultants have designed 360 degree surveys, managed survey projects, and coached and developed thousands of leaders. We’ve served leaders at every level across a wide spectrum of industries and sectors.

We create a **Lasting Impact** with consulting services, products, and programs that deliver results you can sustain. Whether you need to develop strong leaders and high performance teams, set and implement strategy, transform your culture, or find better ways to do the day to day things that need to get done, work with us; *Unleash the power of your full potential.*