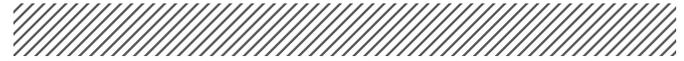


Live 360-Degree Leadership



360-Leadership Development Assessment tools have become the de facto standard in helping an employee generate a development plan and develop potential. Selected individuals e.g. peers, managers, skip-level managers, contribute their feedback anonymously across a range of criteria reflecting alignment, values, strategy, execution, leadership competencies, and cultural fit to name a few. We find that these assessments work well especially when combined with professional coaching for the recipient and their direct manager – with the end goal being completion of a development plan.

We have found particularly at the VP and C-levels, organizations are looking for a more holistic approach that combines performance and development feedback. To that end, Halo Partners takes an innovative approach by offering the Live-360-Degree Leadership Development Process. It is a bold approach that requires trust and FULL transparency.

Matt Blumberg, CEO of Return Path, developed the Live 360 process. We had the honor of working with Matt and his executive coach to learn the process and implement it with an organization in which he serves on the board.

The process is similar to the online tool. The difference is that questions are asked openly and responded to “real time” people-to-people. In addition, the interviewee (subject of the 360 review) gets to ask specific questions on topics on which they want feedback. Some organizations prefer not having the interviewee in the room – some find it valuable to include them. Each approach is customized to the needs of the individual and organization. Everyone has areas they can improve upon, and because this style of feedback is live and candid, it often feels more honest and objective than the traditional model. It engages everyone in the process of helping the interviewee gather complete and objective feedback, in an open, trusting and actively facilitated environment. This process can produce much better results for the people being interviewed.

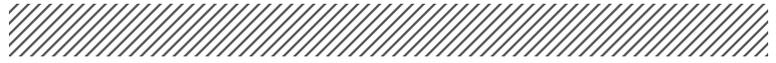


Live 360s work best with a strong professional facilitator, ideally an internal or external coach for the person being reviewed. I’ve been privileged to participate in a Live 360 that Halo Partners ran, which produced the rich results of a sense of priority and weighting to feedback, and a detailed look into conflicting feedback.

– Matt Blumberg, CEO of Return Path and creator of Live 360 process, author of *Startup CEO: A Field Guide to Scaling Up Your Business*



About Halo Partners LLC



At Halo Partners LLC, we work with leaders, teams and organizations to develop the potential in your people, increase your impact, build your brand, and create success. We have assembled a large collaborative team that can engage with you to develop your people at multiple levels. We offer all levels of coaching (1:1, team, leadership) as well as workshops and train-the-trainer programs. If you need to

scale up, we have experienced ICF-certified coaches on board. If you need other realms of expertise, we have collaborative partners to serve your needs.

For more information, go to www.halopartnersllc.com or email info@halopartnersllc.com.

