

## 360-Degree Leadership Development Planning (LDP)

Organizations spend millions of dollars and man-hours developing, implementing and delivering 360-degree feedback assessments, as part of their ongoing review processes.

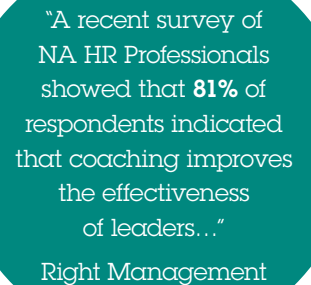
Employees are then charged with taking the feedback to create a development plan. This process can be a very powerful experience for employees and when successfully executed, creates substantial short term and long term benefits for an organization.

But lets face it, employees are feeling more overwhelmed than ever. They often feel like they are doing the job of more than one person and while their intentions are good, real-life sets in. Things get busy and unfortunately the development of a plan becomes part of their daily check list, which we all know does not create transformative changes in behavior.

As a result, organizations rarely see the full ROI from their investment in 360 programs and assessments.

So the question is how can employees and organizations reap the full benefits of their investment in a 360-degree feedback process in a meaningful, measurable and sustainable way?

**Bottom Line:** The best way to anchor and create transformative change around 360 feedback is to provide employees with an opportunity to anchor their learning in a visceral, tangible way, through 1:1 coaching.



"A recent survey of NA HR Professionals showed that **81%** of respondents indicated that coaching improves the effectiveness of leaders..."  
Right Management

## Halo Partners Leadership Development Planning

Halo Partners works with organizations to increase the value-add of their 360-degree feedback planning process by providing coaching services that specifically augment the 360-Degree Leadership Development Planning process.

Our model offers organizations unique advantages because Halo coaches are:

- Not peers
- Not part of the HR department
- Not direct managers

Halo coaches offer an objective point of view, free of judgment - which allows employees to feel that they have a trusted ally in their development process - as well as a process that supports them in exploring their development areas in a safe, confidential manner.

We hold no agenda other than to help people succeed and enable organizations to get the best from their people. We partner with each coaching client to:

- Be a sounding board to help them better understanding the feedback in context to their development plan.

- Help mitigate negative or unproductive reactions to the feedback.
- Help them identify their strengths and opportunities for growth.
- Identify real issues and not get derailed by minor concerns.
- Work through blind spots and roadblocks in a safe and trusted environment.
- Create SMART goals for follow through and results.

This program is delivered over a 60-day period after 360-Feedback survey results are collected. A typical format for the program is as follows:

**Step One:**

The first coaching session commences within the first two-weeks of receiving 360-degree feedback. Employee and coach review survey findings, develop SMART goals to support the development of an action plan and agree upon what behaviors, strengths and growth edges need to be focused on.

**Step Two:**

The second coaching session is 10- 14 days following the first session, and the employee

and coach review and finalize the development plan before the employee meets with their supervisor or manager. (The meeting with the manager can also be facilitated by the coach to optimize results).

**Step Three:**

One or more coaching sessions are provided after the employee-manager meeting, depending on the design of the program. This supports the employee in determining what's working, possible barriers and the resources needed to ensure success.

Halo Partners understands every company is unique, so we work with organizations to tailor this program for your specific culture, needs and timeline.

The 360-degree feedback process is essential for growing your high-potential leaders. The Halo Partners LDP program is an *affordable* and *scalable* piece of assurance that the 360-Feedback survey will give both the organization and the recipient a return on its investment.

## 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](http://www.halopartnersllc.com) or email [info@halopartnersllc.com](mailto:info@halopartnersllc.com).

