



Paris Phoenix Group

Case Study: Online 360 Process for Leaders

This is an example of a process we have used successfully with several companies, and tailored the approach to the size of the leadership team. We have used this approach as a starting point to developing more structured competency models for leaders, as well as input for selection processes for vice president-level positions.

Business Context

A semi-conductor company of approximately 800 employees, however this work applied to a senior leadership team of 10 people. The goal of this work was to provide specific, behavioral feedback to each leader on the company's leadership competency model.

Develop Online 360

Using existing company information and competency models, a custom, on-line 360 feedback assessment was developed that aligned to their leadership competency model, but also included behaviors that closely aligned to current issues they were facing. This assessment was administered to each leader and his/her manager, peers and direct reports.

Feedback

Each leader individually received a written summary and one-on-one results debrief session with a consultant. A overall summary across all of the leadership team was developed, identifying strengths that would lead to achieving the business strategy as well as gaps that could make achieving the strategy more difficult.



Outcomes

Notes...

This process can also be used as pre-work for an off-site leadership team meeting as part of a strategic planning process.

The leadership team identified areas of focus as a group that they needed to work on together, and each leader identified a personal area of development specific to his/her role which, if improved, would help achieve the business strategy.

Through customized business solutions, Paris Phoenix Group helps answer complex organizational questions around employee issues. Our consultants focus on understanding how the employee perspective fits into the organizational people system. Each of our customized solutions is founded on a rigorous research approach. This allows us to provide our clients with well-founded and effective solutions to meet their business needs.