



Get More out of your 360° Survey

Qualtrics and Newmeasures have teamed up to provide you with best-in-class 360° survey content on a best-in-class technology platform.

Our Approach: Drive Results, Value People

The key to effective leadership is creating a balance between driving results and valuing employees.

However, managers often do not have an accurate understanding of how well they balance these two critical aspects of leadership.

Feedback from employees, peers, and one's supervisor provides important self-awareness that can accelerate a manager's skills so that he or she has the biggest impact on achieving the organization's goals.

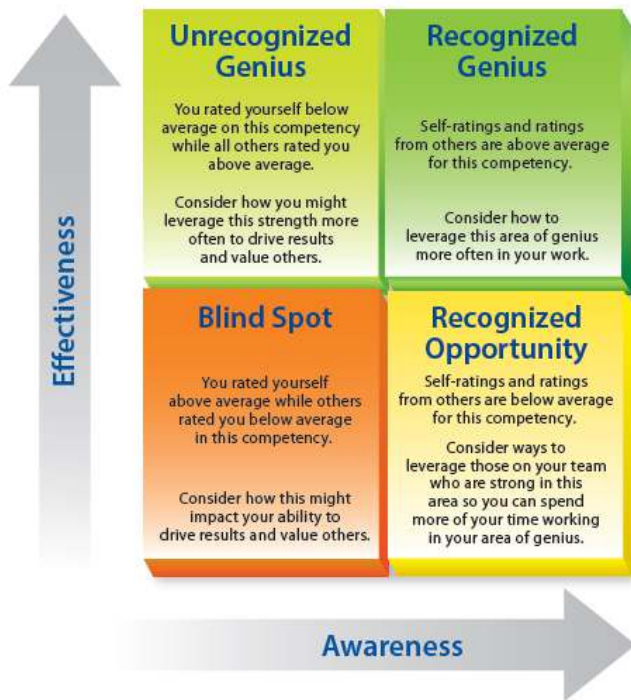


Three Powerful Ways to Get More out of your 360° Survey

- > **Align 360° Survey Questions with Business Strategy.** We meet with you and your executive team to learn more about your business, challenges, and immediate and long-term goals. Then, using our core 360° survey, we will recommend customized survey items that address the skills your leaders need to drive future success.
- > **Keep it Simple.** Rather than measuring a comprehensive list of leadership behaviors, Newmeasures 360° tools focus on measuring what's most important for success. We keep reports simple and to the point so leaders can quickly understand feedback and get on to real development activities.
- > **Connect Leadership Feedback with Other Business Metrics.** No more looking at data in siloes. Our data scientists will link leadership feedback to other business metrics like customer feedback and turnover so you know where to focus for the biggest impact.

UNDERSTAND YOUR GENIUS:

Great leaders leverage their strengths by being self-aware and building a strong team around them. Newmeasures 360° Survey helps leaders identify areas of genius and blind spots:



INCLUDED FEATURES OF THE NEWMEASURES 360° TOOL:

- > Validated leadership 360° survey content
- > Participant webinar to explain the 360° process and benefits to participating leaders
- > Communication templates
- > Development suggestions mapped to 360° competencies
- > Leadership guide to help participants understand their survey report, identify where to focus development, and build an effective action plan
- > Supervisor guide to provide best-practices so that leaders are supported by their supervisors during the development process

AVAILABLE SERVICES:

- > **Strategic Survey Customization.** We will talk to key leaders to learn more about your business, challenges, and immediate and long-term goals. We then add custom questions to our core 360° survey to ensure it is laser-focused on the leadership skills that will be needed to drive organizational success.
- > **Train-the-Coach Sessions:** Train internal organizational coaches to fully understand the 360° tool and provide them with powerful frameworks for coaching leaders.
- > **Executive Coaching.** Support leaders in the 360° process and drive accountability with insight and guidance from seasoned executive coaches from a variety of industries.
- > **Group-level Reporting.** Aggregate 360° survey data across a group of leaders to understand trends, strengths and opportunities.
- > **Linkage Studies.** Link 360° survey data to other organizational metrics such as employee engagement, customer feedback, turnover, etc.

SURVEY DESIGN

DATA ANALYSIS

CONSULTING

DATA LINKAGE