

Leadership Compass

Leadership Development using 360-degree feedback

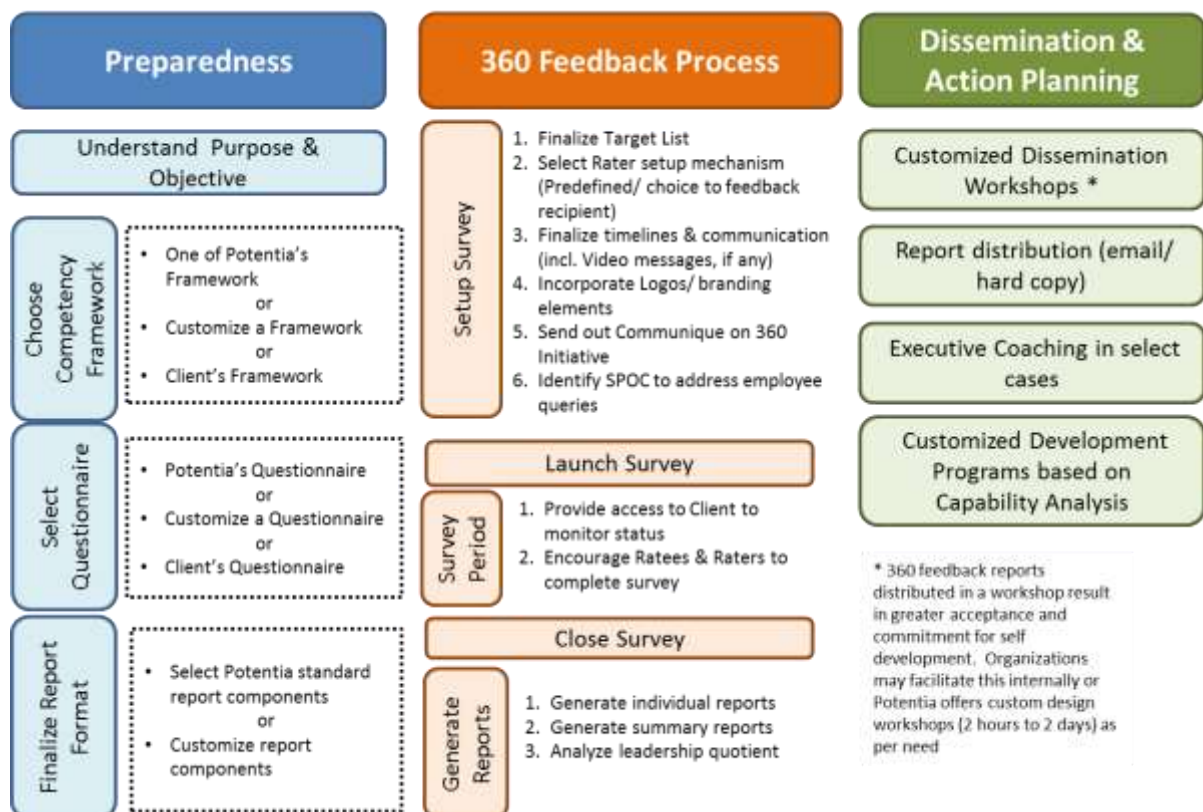
Why 360 feedback

- Increase Self Awareness through understanding one's own behavior and impact on others
- Ascertain one's *Leadership Quotient* on the chosen leadership competencies through others experience of her/ his behaviour
- Influence one's commitment to Self-development leading to capability building for the organization
- Reinforce organizational values and commitment to vision
- Identify leadership development priorities
- Identify potential leaders

Potentia 360 -- Unique advantages

- Expertise of unmatched order – undoubtedly the best team bringing a thorough understanding of the Competency frameworks, related Behaviours and Leadership Quotient of managers/ leaders
- An array of best-in-class ready to use frameworks and behavioural questionnaires (obviating a need to start from scratch)
- Customizable features to deploy your organization's very own framework and get reports in customized formats
- Quick turn-around time, seamless implementation, with non-stop support during feedback process
- User friendly and secure interface using contemporary technologies
- Powerful & Comprehensive survey analytics including status monitoring tools

How does it work

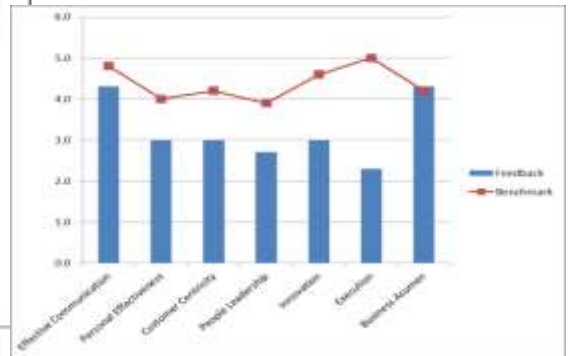


Choice of reports & visuals in Potentia 360

Self vs All Raters scores plotted on a Spider Chart

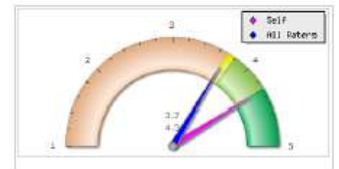
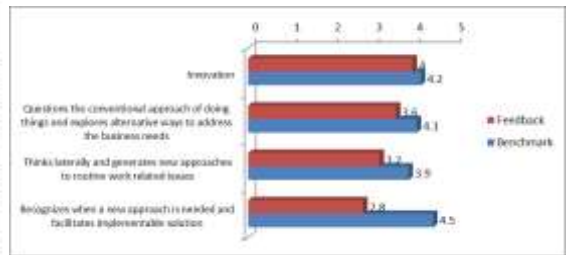


Feedback vs Benchmark Comparison



Competency Bucket	Competency	Feedback Score					All Raters#	Benchmark Batch Score @ 90th Percentile
		Self	Reporting Manager	Peers	Subordinates	Others		
BUSINESS LEADERSHIP	Responses		1	5	6	4	16	119
	Managing Vision & Purpose	4.7	3.8	4.3	4.3	4.7	4.4	4.3
	Strategic Capability	4.7	4.8	3.9	4.1	3.9	4.0	4.1
DELIVER VALUE- MAKING MONEY	Business Acumen	4.3	6.0	3.2	4.7	4.1	4.2	4.6
							2.8	4.5
							4.1	4.4
PEOPLE AND TEAM LEADERSHIP	People Development	4.3	3.8	4.7	4.1	4.7	4.3	4.0
	Interpersonal Effectiveness and Team Building	5.0	5.0	3.8	3.9	3.9	3.6	3.9
	Withstands Pressure	4.7	3.8	4.1	3.3	4.3	3.9	3.4

Self vs Individual category scores with Benchmark



All Raters score exceeds Self Score
All Raters Score Color Coding: <40th Percentile (orange), 41-60th Percentile (yellow), 61-80th Percentile (light green), >80th Percentile (dark green)

SL	Competency	Descriptors	Self	Direct Supervisor	Peer	Direct Reports	Others	All Raters
1	Effective Communication	Displays clarity of thought in articulating goals and action plans across different stakeholders and team members	4.8	3.5	4.0	4.2	3.9	3.5
2	Effective Communication	Anticipates issues and escalates/ seeks support appropriately	3.0	2.5	1.8	3.5	3.3	2.8

Itemised Report Excerpt

	Business Leadership	Delivering Value - Making Money	People and Team Leadership
5 Personal Effectiveness	Actively looks to learn and share ideas and best practices across brands/ events		
6 Personal Effectiveness	<p>Business Acumen Sees opportunity to fix way work is done in own department/ function greater value to the business, and realises systems to address changing needs of the business.</p> <p>Leverages existing resources to create positive impact</p> <p>Identifies benchmarks and practices among high value businesses</p> <p>Strategic Capability Stays informed of the key changes being effected in the business, establishes connect with one's roles deliverables</p>	<p>Drive for Results Sets goals for self</p>	<p>Takes Ownership Takes ownership of team's commitment to the organisational purpose</p> <p>Manages and motivates group/ teams</p> <p>Shows performance on department & business</p> <p>Manages diversity</p> <p>Gives people candid developmental feedback and discusses regularly their developmental goals</p> <p>Delegates important projects amongst team members reducing learning opportunities</p>

Behaviours at a glance (Strengths & Opportunities for Improvement)

Coachee's Report

	Most Desired	←	→	Least Desired	All Raters Score	Batch Score	
Descriptor	5	4	3	2	1		
Creates and communicates a compelling vision	☺	☹☹	☹☹	☹☹☹	☹	2.6	3.2
Sees beyond the day-to-day operations and aligns the team to the larger purpose		☺☹☹☹	☹☹☹☹	☹		3.0	4.2

Coach's Report

	Most Desired	←	→	Least Desired	All Raters Score	Batch Score	
Descriptor	5	4	3	2	1		
Creates and communicates a compelling vision	☺	PP	MS	PPO	S	2.6	3.2
Sees beyond the day-to-day operations and aligns the team to the larger purpose		☺PSS	PPO	M	P	3.0	4.2

Client echo

The 360 Feedback survey is a great tool. Most of the people in our organization have given positive feedback on the ease of the tool.

Anantha K Nageswara, Head – IT & Systems, MYK Laticrete

360 Feedback is a great approach. Every organization should organize this at regular intervals for their key/ senior employees.

Anirban Chakraborty, Sr. VP – Corporate Banking, Axis Bank

Self development through 360 Feedback is an engaging process. The interpretation workshop acts like a catalyst in this process.

Arindam, SVP, Axis Bank

360 Feedback aims at developing leadership style based on feedback. This has been well achieved by Potentia through the survey, case studies and interactions during the interpretation workshop.

N Parthasarathy, VP, Axis Bank

About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit www.potentia.in.