



# The right kind of feedback can help us to excel

**It's no accident that organisations that achieve the best results have the best managers.**

Delivering excellence in today's business environment is all about achieving results through other people. Managers need to be great at harnessing the skills and talents of the people they manage and ensuring they are motivated, empowered and achieving results that matter. In short, the best managers are great people managers. But great people managers aren't born – they are made. Like most of us, managers can become better at managing their people if they are given the right kind of feedback and development support. This is where we can help.

360 Insight is a tool that will help you develop high quality people managers across your organisation. By giving your managers the kind of feedback and support that allows them to reflect upon and develop their people management style, managers can get better faster. You'll also see improvements in employee engagement and motivation as well as better business results.

Our approach is easy and quick to implement, tailored to suit your organisation and uses an online tool that has been described by some of our clients as the best on the market. Why don't you get in touch to explore how we can help you.

For more information please call:

**0870 742 4810**

or visit: [www.peopleinsight.co.uk](http://www.peopleinsight.co.uk)

**360 Insight is an online 360 degree feedback tool for managers that will help you to:**

- ✓ Clearly define what good management looks like in your organisation
- ✓ Deliver powerful feedback to managers that helps them develop their management style
- ✓ Design development activities that will have a real impact for managers who want to improve their people management skills
- ✓ With second to none service levels

**360 Insight** 

## Clearly define what good management looks like in your organisation

If you need high calibre managers, then first you need to clearly define what is expected of them. We can help you to craft a set of management competences, unique to your organisation, which will help your managers to understand what they need to do, and how they need to behave, in order to get the best from their people.

## Deliver powerful feedback to managers that helps them develop their management style

What you measure is what you get. Once your managers understand what is expected from them, you can start to measure their people management performance. Our online tool will allow your managers to quickly and easily obtain structured feedback from the people they manage, their line manager, and key external or internal contacts such as customers or suppliers. Our reports are clear, intuitive and will provide managers with a clear and honest view of their management capability. This way, managers know which aspects of their management style are working well and where they can usefully improve.

## Design development activities that will have a real impact for managers who want to improve their people management skills

Feedback is just the start of the development journey. Knowing what you need to do better is one thing. Being able to do better is something else. We can help you to deliver powerful, one to one feedback to managers that motivates them to improve and provides real direction for their personal development journey. You don't have to rely on "off the shelf" management training to support your managers either – we can also help you to design and deliver management development programmes addressing the specific development needs identified from the 360 feedback process.

## Second to none service levels

We deliver all of this with the kind of service levels that you want but rarely find. We want to be your partner and we act this way. That's why some of the best and well known organisations choose us to help them build management capability in their organisations. Why don't you get in touch to explore how we can help you.

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How to  
get started with...

# 360 Insight



- 1 Pick up the phone and tell us what you're trying to achieve
- 2 We'll help you to define and communicate what good management looks like in your organisation
- 3 We'll provide your managers with powerful 360 degree feedback on their management style
- 4 We'll ensure your managers are motivated to improve and obtain the right development support
- 5 We'll help you to measure the impact of better managers upon employee satisfaction and business results



## People Insight

Bringing people into focus

