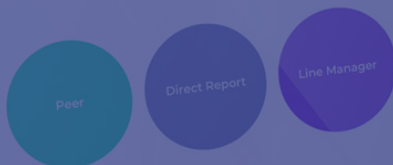


Relationship Key

The scores in the details section of your report have been colour coded to indicate the relationship category of the respondent as follows:



Scoring System

You and your respondents were asked to provide feedback to a number of multiple choice questions using a five point scale. The chart below shows the scale as per the questionnaires. The important thing to remember is that a higher score is intended to be more positive. If a question has been answered as 'Don't Know' then that score will have been ignored in any calculations of averages or rankings in your report.

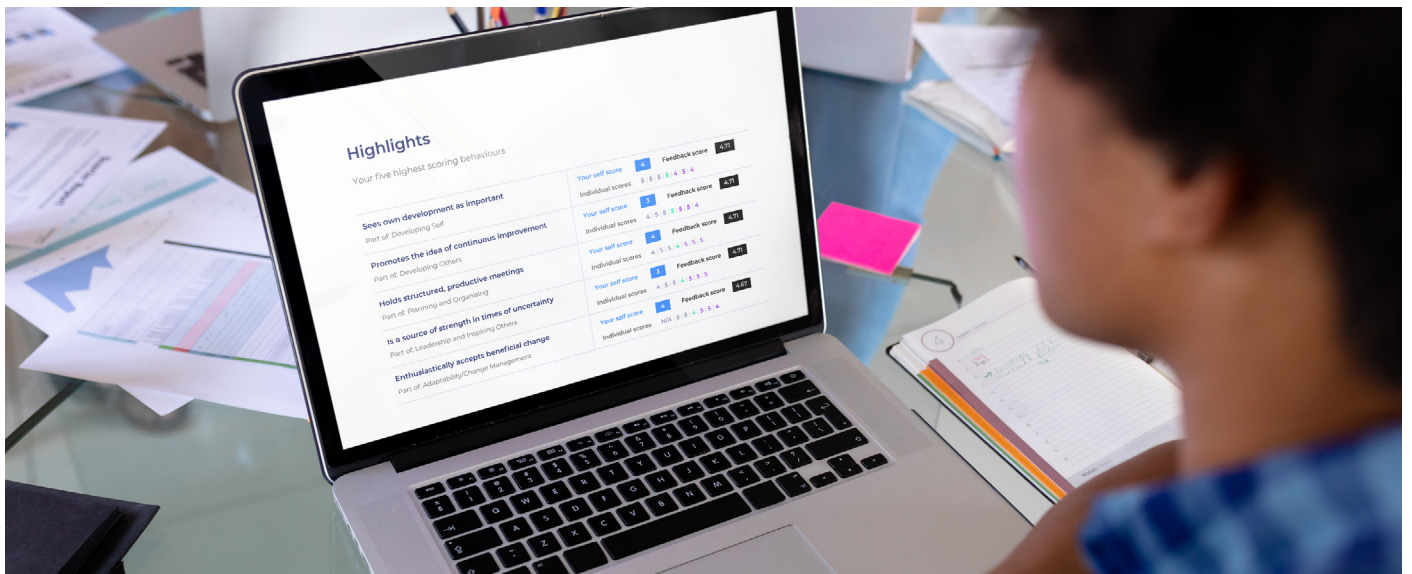
3Qhub 360



Welcome to 3Qhub 360

Our comprehensive, flexible 360-degree feedback service designed to maximise the potential and improve the performance of your team.

Effective, constructive feedback provides the essential platform for your people to improve their performance through improved self-awareness and thereby enable behavioural change.



3Qhub 360 will provide you with:

- Guidance on the 360 feedback questionnaire, the competencies to be assessed and the selection of respondents
- Briefings to ensure buy-in from the participants and top quality feedback responses
- Collation of anonymous feedback responses using the latest technology through our on-line platform
- Production of a comprehensive, in-depth feedback report for each delegate
- 1:2:1 debriefs and action planning with an experienced, executive coach

Benefits of using 3Qhub 360:

- Enhanced self-awareness for the feedback recipient
- Structured, constructive feedback to enable real behavioural change
- Better informed decisions on promotions, training needs and recruitment
- Provides objective benchmark for future assessment and measurement of performance
- Improved individual and team performance
- Improved business performance



Why use 3Qhub 360 and how does it work?

3Qhub 360 is our comprehensive system for obtaining 360 degree feedback on an individual (the delegate) from a number of people (the respondents) who work with the delegate. Typically these respondents would be line managers, peers and direct reports. It is normally used as a self-awareness and development aid and its main benefit is that it gives individuals better information about their behaviour, skills and working relationships than a more traditional appraisal process would. It also provides the platform to bring about and measure behavioural change.

Delegates

The delegate seeking feedback typically completes a self-perception questionnaire, and then receives feedback from around 5 to 10 respondents using an identical questionnaire.

Respondents

The respondents can be arranged into groups depending on the relationship they have with the delegate. This gives the delegate an all-round (360 degree) view of their performance. It works particularly well where the delegate may work with several teams or work autonomously and the line manager may not have full visibility of the contribution the delegate makes.

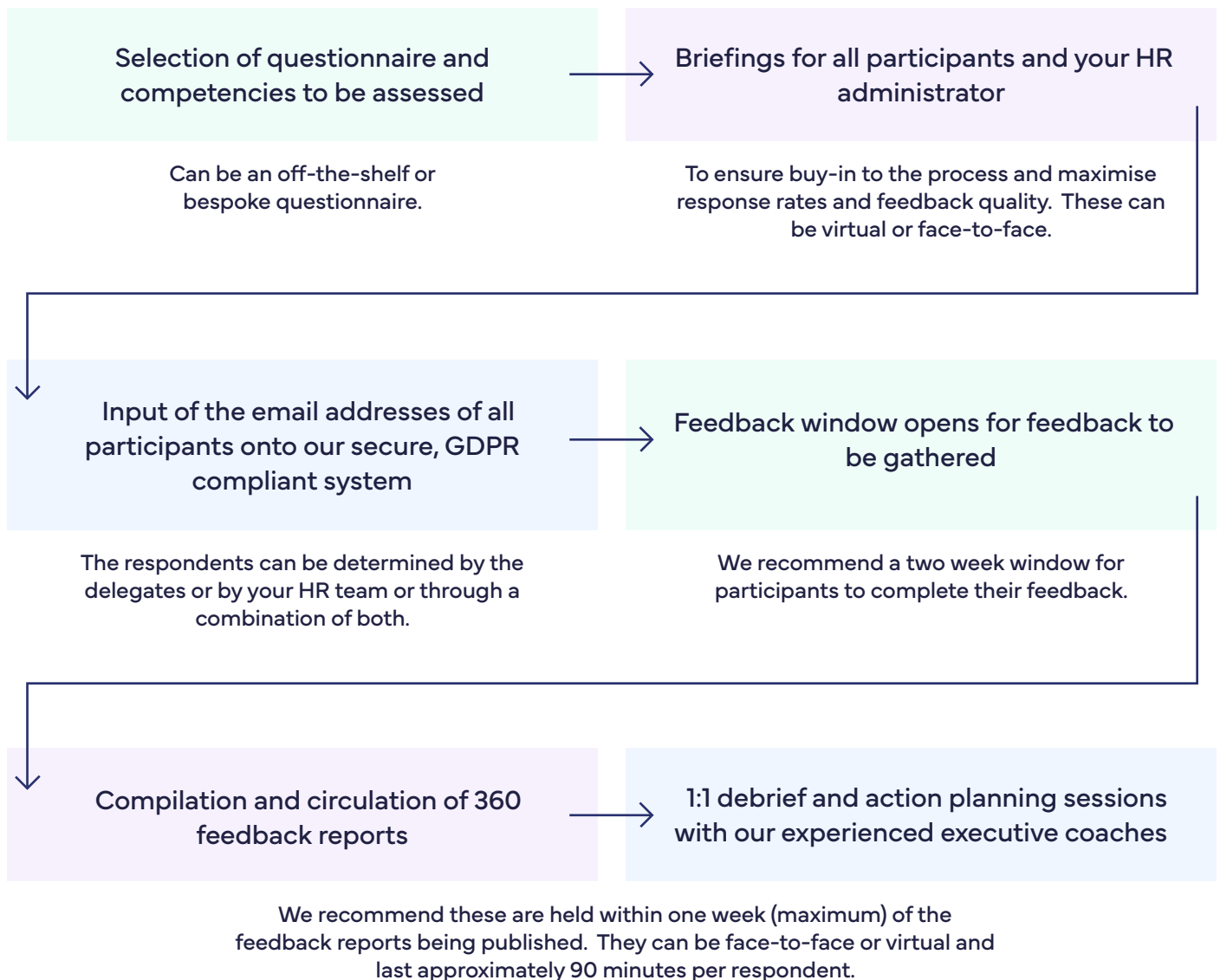
Once all the feedback has been received a comprehensive, in-depth personal feedback report is circulated to each delegate. Respondents' individual answers cannot be identified from the report ensuring their anonymity and maintaining confidentiality, other than for their line manager.

The personal feedback report highlights differences between the delegates' self-perception and the feedback from others. The delegates' strengths and areas for development are highlighted and the report becomes a valuable tool to direct the delegates' future development.

Our experienced executive coaches can be engaged at this stage to facilitate the delegates' understanding of their feedback and help create their development action plan.



Overview of the Process



Please get in touch if you would like a free consultation on how 3Qhub 360 can benefit you and your team and to discuss our pricing framework.

info@3Qhub.com

Standard

FROM

£510 + VAT

my3Q member

FROM

£460 + VAT

(Pricing per delegate)



3Qhub Coaching Team



John Sharkey

John specialises in executive coaching and delivering 360 feedback solutions for a wide range of professional services firms. He has spent over 30 years as a management and leadership consultant in the professional services sector and has an in-depth understanding and practical experience of the challenges facing leaders in this area. His coaching sessions and 360 feedback debriefs are renowned for being suitably challenging and in generating practicable action plans that result in sustainable benefits for the individuals, their teams and their firm.

John is a qualified accountant, trained counsellor and engaging presenter.



Michael Siviter

Michael is a qualified accountant, management consultant and certified coach.

He has worked in various roles within professional training and consulting, practice and industry which gives him an ideal background from which to advise and support professional service firms.

Michael is a certified NLP (Neuro-Linguistic Programming) practitioner and the creator of the '3Qhub Difficult Conversations Framework' which clients find invaluable when addressing challenging issues with their team members or their own clients.



David Gallagher

David supports clients as an executive and business coach, as well as a management and leadership skills trainer. He is able to apply his extensive leadership experience in professional services to help others develop and achieve their full potential.

David is a qualified accountant and trained counsellor and applies his exceptional questioning and listening skills when coaching clients to help them find their own practicable solutions.



Get in touch

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