



FACILITATOR TRAINING

MAXIMIZING ROI ON 360 DEGREE FEEDBACK WITH FACILITATOR TRAINING:

- Individual Feedback Facilitation
- Individuals In-Group Facilitation
- Individual Feedback Workshop
- 'Train the Trainer' for an Experienced Facilitator
- 'Train the Trainer' for Group of Experienced Facilitators
- 'Train the Trainer' for Group of Experienced Facilitators



PROGRAM OVERVIEW

A critical component of all effective multi-rater feedback processes is the initial facilitation of the feedback; ensuring active and open-minded engagement with the data through to ensuring the implementation of a focused, practical and appropriate set of development activities.

Pilat can work with you to design such facilitation, train your coaches to provide it or provide our own executive coaches. The collection and provision of feedback data is merely the start of the process; effective facilitation and subsequent management of the development process are key to the realization of a true return on investment.

Additionally, too many processes do not deliver the desired goals. Designing and implementing effective multi-rater processes that produce a return on investment requires an in-depth understanding of human dynamics, behavioral change processes, HR data and contemporary technology - plus a lot of experience!

Implementing an effective process involves a number of steps:

- 1 Determine the Purpose** - most tools work best when used for one application rather than many
- 2 Define the Feedback Model and Questions** - this would include rated and/or narrative responses
- 3 Determine the Process** - who will participate, how will providers be chosen, etc.
- 4 Communicate the Process** - this would include all involved; not just recipients
- 5 Determine Means for Feedback Collection** - provide the means to collect and record the feedback/assessments
- 6 Collate and Analyze the Results**
- 7 Produce High-Quality Reports** - the reports for each individual and/or group/whole organization
- 8 Deliver the Results** - deliver the feedback in a way that maximizes the probability of it being acted on
- 9 Follow Through, Follow Through** - behavior change does not happen easily
- 10 Evaluate and Refine.**