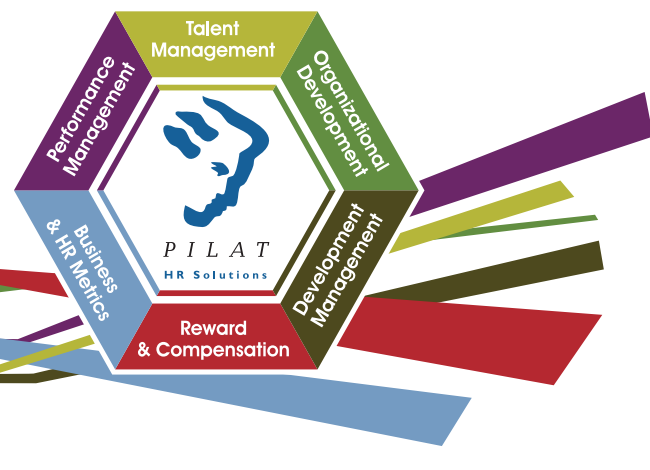


# DEVELOPMENT MANAGEMENT



## COACHING SERVICES

SUPPORTING 360 DEGREE FEEDBACK



## Overview

Pilat HR Solutions provides extensive executive coaching support for senior level 360 participants. This enables valued executives to develop interpersonal, communications and leadership skills. They can then; attract, develop and motivate people, successfully negotiate organisational dynamics, contribute effectively as part of a group and lead to the best of their potential.

Coaching sessions are usually conducted face-to-face and the initial feedback of 360 results normally takes about two hours. This initial feedback session will usually achieve:

- An understanding of report structure
- Supportive but challenging exploration of the data
- Identification of main themes
- Initial ideas on development priorities (and actions)
- A plan to clarify further and share with providers

## Maximise the Value of 360 Degree Feedback

This initial feedback session is just the beginning of the development process. To maximise the value of participating in a 360° assessment, follow-up support is also needed.

Depending on client requirements, Pilat can:

- Work with managers to fine-tune development plans and next steps (generally a one-hour follow-up meeting held about one to two weeks after their initial session). We can also monitor progress with follow-up phone calls or face-to-face meetings, which can help ensure development progress over the coming months.
- Facilitate meetings between managers and their staff to clarify development needs highlighted by staff in the 360 report.
- Provide ongoing executive coaching in the development/refinement of critical leadership skills. A clear goal is defined at the outset of the coaching process and sessions are held on a regular basis over a specific period, e.g., every 3 weeks for 6 months.
- Conduct a senior management team session to examine group development needs of that team. Some areas that might be covered include:
- Securing commitment and agreeing processes for team members to provide ongoing development support to each other.



- Relating the 360° feedback to other individual diagnostic instruments (e.g. Myers-Briggs Type Indicator).
- Discussing team (aggregate) results from the 360° feedback, leading to identification of collective development needs and lessons for ways of working together.
- Pilat is one of the most experienced consulting groups in the world in the field of 360° feedback and the coaching support that surrounds that process. It is imperative that coaches have the familiarity with the process that enables them to help participants turn feedback into development action and, ultimately, new and improved skills.

## Why Pilat

Pilat coaches have extensive coaching and hands-on organisational experience combined with Occupational Psychology and HRD backgrounds. All Pilat consultants are seasoned professionals with a minimum of ten years of consulting experience. In their coaching work, they focus on building learning frameworks, to provide a solid foundation for future development.

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