

Feedback that fuels success™

Why 360 Degree Feedback from 3D Group?

3D Group’s Leadership Navigator® suite of 360 degree feedback tools offers Right Management’s clients specific, in-depth feedback on the most important aspects of their leaders’ behaviors. Leaders receiving 360 reports will gain valuable feedback from their peers, direct reports, and bosses, and be able to compare that feedback with their own perceptions.

Roles & Responsibilities

3D Group staff and project managers handle 360 degree implementation so that Right Management consultants can focus their time on client relationships and development. We provide project management, 360 degree software management and other support as needed.



Overview of 3D Group’s 360 Degree Feedback Process

DESIGN		
Step-by-step	Who?	What?
1. Choose Your Survey	Right Management and Client	<ul style="list-style-type: none"> Talk with your client and identify the 360-participants’ roles within the organization. Use that information and the Leadership Navigator® brochure to select the most appropriate validated 360 degree feedback surveys.
2. Consider Design Options	Right Management and 3D Group	Does your client prefer customized survey items, report modifications, company norms, another language, different rater categories, or something else?
3. Contract with 3D Group	Right Management and 3D Group	Email a completed Job Order form to 3D Group to begin the project. If you have a more complex project that would benefit from advice about the design and options, please call 3D Group.
IMPLEMENTATION		
Step-by-step	Who?	What?
1. Timeline	3D Group and Right Management	5 weeks is typically required for implementation. Your 3D Group project manager will create a timeline for you based on your clients’ needs, get your approval, and modify it over the course of the project as your clients’ needs change.

2. Announce the 360 Launch	Right Management and Client	The client and Right Management announce the purpose of the 360 and related activities. 3D Group provides Right Management with communication templates available to support this announcement.
3. Rater Selection (1 to 2 weeks)	Right Management -- OR -- 3D Group	To select raters, you may use our online rater selection process or a simple spreadsheet template. <ul style="list-style-type: none"> • <u>Template file</u>: We will provide you with a user-friendly spreadsheet to identify participants, as well as the raters who will provide them with feedback. The template file gives you and your client more control over which raters to select and can expedite the process. • <u>Online rater selection</u>: Your 3D Group project manager coordinates the process for you by emailing invitations directly to the participants. Participants identify their raters in our secure system. Third party (boss, HR, etc) approval of the rater list is an option.
4. Survey Completion (typically 2 weeks)	3D Group	Raters are invited via email to fill out the 360 degree feedback surveys using our secure online system. We email one survey invitation to each participant and rater, including their unique username and password for accessing the system. We typically email two additional reminders to raters who have not yet completed their surveys.
	Right Management	<ul style="list-style-type: none"> • You can monitor survey completion rates 24/7. • You may request extra reminders and an extended survey period to boost survey response rates.
5. Report generation and distribution (4 days)	3D Group	3D Group generates the 360 reports (.pdf format) and distributes them to the Right Management project manager, the coach, or directly to the participants, at your request.
6. Feedback Delivery and Development	Right Management	Each report comes with an Interpretation Guide to help participants create and prioritize development goals. Coaches also find the guide helpful for interpreting the reports—no certification required!