

CMI's tailored 360°





Identify your organisations performance needs with the CMI 360°

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By undertaking CMI's tailored 360° this tool can help your organisation establish a relevant learning strategy, which will determine the most appropriate training solutions to support your organisations needs.

The CMI tailored online 360° system can be used as a stand alone activity to scope future personal development planning or as part of a formalised management development programme to help identify training needs for both the organisation and the individual. The tailored online 360° tool can also be designed around the competency requirements of accredited programmes from team leader to senior manager level.

360° benefits

Our tailored online 360° tool is used to collect and collate key data from a cross-section of people both inside and outside of the organisation such as subordinates, clients, suppliers etc. The confidential nature of the process and careful construction of the tool provides a clear picture of the individual's strengths as well as areas that need development.

Analysis is conducted by a trained CMI consultant skilled in the delivery of 1-1 feedback, helping the individual to understand how others might interpret their behaviour. Gaining this understanding is a good starting point for the individual to understand themselves better, and as a result become more effective and improve their leadership and management skills. Candidates are encouraged to share the results of the 360° report with their manager as the basis for future management development training and personal development plans.

Following the 1-1 feedback, an overall report is produced for the organisation offering recommendations for future development programmes.

Why use the CMI online 360° system?

- The survey can be tailored to the organisations' identified competencies or can be based on the 200 National Management Standards competencies.
- The survey can be tailored to questions that the organisation feels are most appropriate to their needs or can be selected from pre set questions already developed.
- Combined options give an accurate, objective and well-rounded view.
- Once the 360 ° appraisal has been completed and development needs identified, 1-1 feedback is given through a qualified CMI Consultant to ensure personal objectives are set.
- A personalised learning development plan can be designed for each individual to fit with your organisational strategic goals.
- Uniquely, CMI will design a post analysis of 6-10 behaviours identified by the individual as their development areas, which empowers them to take control of their own development.

To find out more about how CMI's tailored 360° can benefit your organisation, call us on 01536 207404, or e-mail employer.engagement@managers.org.uk



Certificate No FS28404



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