

360 Feedback Template

Employee name		Date	
Job title	HR Manager	Department	Human Resources

Rating scale

Use a straightforward numerical scale from 1 to 5 to rate the performance indicators below, where 1 means poor performance and 5 indicates excellent performance.

Performance indicator 1	Time to fill (average time needed to hire a new employee)	Rating	3
Performance indicator 2		Rating	
Performance indicator 3		Rating	

Open-ended questions

Answer the following questions with specific examples, observations and actionable insights.

Question 1:	In which aspect(s) of my role do I perform well?
Answer:	[Enter your answer with relevant details to support it.]
Question 2:	In which aspect(s) of my role could I improve, and how?
Answer:	
Question 3:	What advice do you have for me to help me improve my performance?
Answer:	

Feedback categories

Answer the following questions on the employee's communication, leadership and teamwork skills.

Communication skills	
Question:	How effectively do I communicate with colleagues and clients?
Answer:	[Enter your answer with relevant details to support it.]

The Thin Of 360 Feedback A Managers Guide

Michelle LeDuff Collins



The Thin Of 360 Feedback A Managers Guide:

The Thin Book of® 360 Feedback Michelle LeDuff Collins,2000 This book serves as an easy to read and follow guide to the 360 or multi rater feedback process The brand or type of 360 available to you doesn t matter this guide identifies the important commonalities and key points and will help you maximize the benefits of the process The book includes useful just in time information For those who are actually participating in a 360 the book offers concrete suggestions about choosing raters and making the most of the information you receive We hope that you will finish the book with several good ideas on how to use your 360 results

Why the Bottom Line Isn't! Dave Ulrich,Norm Smallwood,2003-05-12 Offers a broad view of leadership and shareholder value based on multiple business disciplines In *Why the Bottom Line Isn't* authors Dave Ulrich and Norm Smallwood argue that sustainable shareholder value comes increasingly from assets not accounted for on an organization's balance sheet These assets include a company's reputation its ability to attract talent and its ability to react quickly to new opportunities in the marketplace *Why the Bottom Line Isn't* harnesses research from a number of disciplines including human resources finance and leadership to establish a hierarchy of such intangibles The authors extrapolate from these intangibles to establish leadership tools that will help create sustainable shareholder value The book offers a broad expansive perspective on leadership while eschewing convoluted theory for concrete practice Dave Ulrich Ph D DOU UMICH EDU has been listed by BusinessWeek as the top guru in management education He has co authored 10 books and over 100 articles serves on the Board of Directors of Herman Miller and has consulted with over half of the Fortune 200 companies He is currently on professional leave as Professor at the University of Michigan to serve as Mission President for the Church of Jesus Christ of Latter day Saints in Montreal Norm Smallwood nsmallwood rbl net is co founder of Results Based Leadership www rbl net which provides education and consulting services based on this book as well as the ideas in Results Based Leadership *How Leaders Build the Business and Improve the Bottom Line* which he co authored with Ulrich He has led leadership development business strategy organization capability change management and HR projects for a wide variety of clients spanning multiple industries

Encyclopedia of Career Development Jeffrey H. Greenhaus, Gerard A. Callanan,2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives

Managing Health Programs and Projects Beaufort B. Longest, Jr.,2004-06-08 This essential resource shows how to effectively organize implement and evaluate health programs and projects *Managing Health Programs and Projects* clearly defines and describes the work of managers in health programs and projects The book explores the decision making process defines the process of communicating probes the fundamentals of program planning

explains budgeting covers staffing for programs and projects and explains how leaders motivate participants in health programs and projects

Web Survey Methodology Mario Callegaro, Katja Lozar Manfreda, Vasja Vehovar, 2015-04-30
Web Survey Methodology guides the reader through the past fifteen years of research in web survey methodology. It both provides practical guidance on the latest techniques for collecting valid and reliable data and offers a comprehensive overview of research issues. Core topics from preparation to questionnaire design, recruitment, testing to analysis and survey software are all covered in a systematic and insightful way. The reader will be exposed to key concepts and key findings in the literature covering measurement, non-response adjustments, paradata and cost issues. The book also discusses the hottest research topics in survey research today such as internet panels, virtual interviewing, mobile surveys and the integration with passive measurements, e-social sciences, mixed modes and business intelligence. The book is intended for students, practitioners and researchers in fields such as survey and market research, psychological research, official statistics and customer satisfaction research.

The First-time Manager's Guide to Performance Appraisals Diane Arthur, 2008
More than just a price book, Spon's Civil Engineering and Highway Works Price Book 2004 is a comprehensive work manual that all those in the civil engineering, surveying and construction business will find it hard to work without. It gives costs for both general and civil engineering works and highway works and shows a full breakdown of labour, plant and material elements. Thoroughly comprehensive and structured to comply with CESMM3, the book includes prices and rates covering everything from beany blocks to well pointing, from radio masts to coastal defence. In a time when it is essential to gain competitive advantage over the competition in an increasingly congested market, this book provides instant access cost information and is a one-stop reference containing tables, formulae, technical information and professional advice. Spon's Civil Engineering and Highway Works Price Book 2004 comes with a free CDROM that enables the reader to view the entire book on screen, cut and paste prices into other tender documents, export to other major packages, perform simple calculations, index search, produce estimate and tender documents, adjust rates and data. This complete package now means that Spon's is now better than ever and is a resource that civil engineers, surveyors and the construction industry cannot do without. This 18th edition in a new, easier-to-read format incorporates an expansion of both the Civil Engineering Works and Highway Works sections to improve coverage of the two methods of measurement, a detailed review of the Highway Works section to ensure compliance with the latest amendments of the Highways Method of Measurement, updating of plant resources and allocation to the various tasks throughout the book.

Business Horizons, 2006 *Performance Appraisals* Cathy Lee Gibson, 2004

Applied mechanics reviews, 1948 **The Center for Creative Leadership Handbook of Leadership Development** Cynthia D. McCauley, Russ S. Moxley, Ellen Van Velsor, Center for Creative Leadership, 1998-07-28
This guide presents six developmental strategies commonly used in organizations and illustrates how these strategies have been successfully used in real organizations. The book also includes a look at the changing views of leadership and leadership.

development for non traditional managers *The Health Care Team Handbook* Timothy Porter-O'Grady,Cathleen Krueger Wilson,1998 This practical handbook helps nurses and associated personnel facilitate team development in health care settings Each chapter focuses on a specific area of team development that serves as groundwork for team processes and operation THE HEALTH CARE TEAM HANDBOOK covers the full range of activities related to health care teams within a context of the health continuum These team building activities will help build a strong foundation for effective teamwork In addition special team building tools are provided to use from the conception and design of a team through the successful implementation and continuation of activities Details unique characteristics and processes associated with health care teams Explains the role of manager as facilitator in the team building process Provides a tool that defines and evaluates trust which is an essential component of team building and performance Supplies evaluation strategies and tools to measure outcomes Features Tool Chests in each chapter that offer unique and practical team building tools activities and guidelines Includes Focus Boxes that target specific supplemental information and considerations essential to team management such as building team relationships Offers Team Tips listing helpful hints for team members concerning topics such as resources and self management Highlights Words of Wisdom found within in the margins giving solid sound advice Presents icons that identify Tool Chests Focus Boxes Team Tips and Words of Wisdom for quick reference [InfoWorld](#) ,1999-01-11 InfoWorld is targeted to Senior IT professionals Content is segmented into Channels and Topic Centers InfoWorld also celebrates people companies and projects **Subject Guide to Books in Print** ,1991 [Organizational Behavior](#) Robert Kreitner,Angelo Kinicki,2007-10-09 Organizational Behavior Eighth Edition continues in its tradition of being an up to date relevant and user driven textbook Kreitner and Kinicki s approach to organizational behavior is based on the authors belief that reading a comprehensive textbook is hard work but that the process should be interesting and sometimes fun Thus they consistently attempt to find a way to make complex ideas understandable through clear and concise explanations contemporary examples a visually appealing photo art program and or learning exercises With every edition the authors make every effort to respond to user feedback and ensure the text covers the very latest OB research and practices The cover again depicts the well known Wolf brand but this time with a black and white illustration of two wolves This remains a central theme because Kreitner and Kinicki see wolves as an instructive and inspiring metaphor for modern Organizational Behavior Wolves are dedicated team players great communicators and adaptable These are key success attributes in today s workplace *The Compensation Handbook, Sixth Edition: A State-of-the-Art Guide to Compensation Strategy and Design* Lance A. Berger,Dorothy Berger,2015-07-06 Publisher s Note Products purchased from Third Party sellers are not guaranteed by the publisher for quality authenticity or access to any online entitlements included with the product The definitive guide for HR and compensation professionals revised to help you achieve a sustainable competitive advantage for your company The theme of the sixth edition of the classic compensation guide aligns with business s number one goal today

achieving a sustainable competitive advantage The Compensation Handbook shows you how to deal effectively with five strategic human capital issues innovation attracting talent and retention big data workforce changes business advantage through compensation programs Leadership Resources ,2000 **Work Related Abstracts** ,1996 **Willing's Press Guide** ,2000 A guide to the press of the United Kingdom and to the principal publications of Europe Australia the Far East Gulf States and the U S A **The Handbook of Program Management: How to Facilitate Project Success with Optimal Program Management, Second Edition** James T Brown,2014-06-06 THE DEFINITIVE GUIDE TO PROGRAM MANAGEMENT FULLY UPDATED AND REVISED Program managers must strike a balance between operations and project implementations in order to develop and maintain a culture in which the components of success are repeatable The Handbook of Program Management is designed to help you do exactly that This go to guide supplies you with the insight and tools you need to establish processes that ensure the success of your project managers and increase the profitability of your products and services Fully updated and heavily revised this new edition helps you incorporate new technologies and people into your processes while delivering improved products and services that continually outpace your competition The Handbook of Program Management provides critical information from a trusted expert In addition to the classic chapters on Attributes of the Effective Program Manager Stakeholder Management and Portfolio Management Essentials this updated edition is packed with brandnew material covering Change management Interfaces How bad projects are stopped or postponed How consultants and subcontractors should be used Program performance analysis The role of governance Avoiding the complicated theories and phantom quick fixes you ll find in other books The Handbook of Program Management offers straightforward actionable methods for establishing a highly effective project management culture one with integrity energy and full stakeholder support Nowhere else will you find such comprehensive authoritative information on creating successful program management outcomes The author takes you on the entire journey from strategically creating a program culture to building effective relationships and to analyzing ways of accomplishing your program objectives The Handbook of Program Management is essential reading for program managers of all levels whether you re a novice seeking certification in the field or an executive looking to build a flexible organization that can support dynamic on going product development Praise for the previous edition of The Handbook of Program Management Brown s book captures the essential skills of program and project management It serves as a how to guide for those entering the business as well as a refresher on the skills and attributes for those ready to take the next step The book effectively defines the leader s role in creating the team culture and environment for success Eugene F Kranz Apollo 13 Flight Director author of Failure Is Not an Option and retired Director NASA Space Operations Program management is one of the toughest jobs a person can hold and James Brown knows Program Management Here s a chance to learn from the scar tissue of others rather than your own Norman R Augustine retired Chairman and CEO Lockheed Martin Corporation Finally a pragmatic book that shares the secrets behind

successful program management If I was giving one book to program managers this would be it Any business leader in today's environment of accelerating change will benefit from this book Jack Cooper former CIO Bristol Myers Squibb *The Toyota Way to Lean Leadership: Achieving and Sustaining Excellence Through Leadership Development* Jeffrey K. Liker, Gary L. Convis, 2011-11-07 From the bestselling author of *The Toyota Way* the missing link to sustainable lean success a four step leadership model that aligns company culture with lean processes

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