

Voices: 360° Feedback

What are the best practices for creating and delivering confidential, timely and accurate 360° feedback?



VOICES® is Lominger's research-based and experience-tested solution for delivering 360° feedback that helps career-minded people to succeed. **VOICES®** uses Lominger International's **LEADERSHIP ARCHITECT® Competencies** (characteristics generally considered beneficial to career success) and/or Career Stallers and Stoppers (characteristics generally considered harmful to career success) as the foundation by which important development plans are created. Equipped with best practices for implementing **VOICES®**, you will be able to facilitate constructive and meaningful 360° feedback for all levels of your organization.

Participate in **VOICES®: 360° Feedback Interpretation and Coaching Certification** and you will be able to:

- Discuss the theory, use and best practices for **360 feedback**
- Describe how learners and raters will use the **VOICES® online survey system** to provide feedback
- **Describe** and **accurately interpret** a VOICES® feedback report
- **Plan** a learner feedback session
- **Provide coaching** to feedback receivers at level one or better
- Help a learner **determine priorities** for near term and longer term performance improvement and career development
- **Implement a VOICES® program** in your organization that is aligned with competencies and HR systems
- **Explore proven methods** to implement a 360° Process in your organization

RESULTS: Attendees will be equipped with the skill set needed to facilitate the entire 360° feedback process in their own organization.

WHO SHOULD ATTEND? Practitioners who will provide 360 feedback and development planning in their organizations. Professional coaches implementing the Lominger VOICES® tool, and other professionals involved with facilitating the feedback process. Appropriate for all levels.

PREREQUISITE: Lominger Leadership Architect 101

COURSE DATES: Please refer to our website <http://acumen-international.com>

REGISTRATION FEES: \$1,900* per attendee (excl GST)

Note: Price includes two-day course and are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment. Any registration cancelled within ten business days prior to the class dates, will forfeit the fees paid. Substitutions of employees from within the same organization are welcome, provided they meet any prerequisite requirements. All cancellations must be received by email to admin@acumen.org.nz. *Central Government Discount of 20% applies

To book your seats email register@acumen.org.nz

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