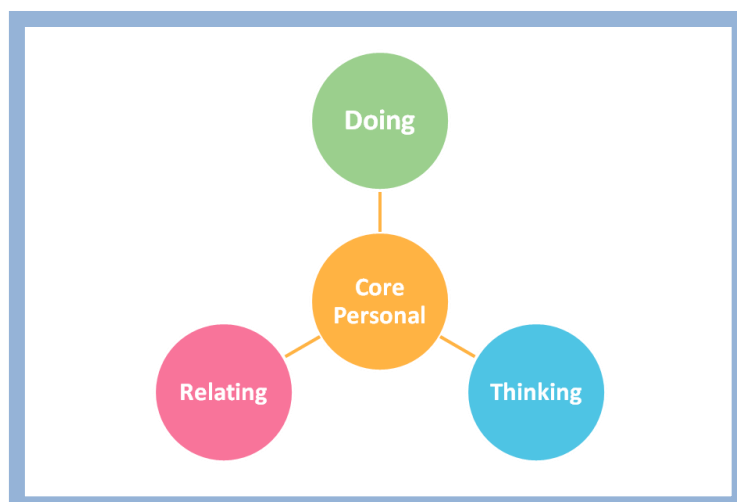


# New Online 360 System from SR&A!

## Successful Pedigree

SR&A's Management 360° Feedback – based upon our new generic '4D' model of competency – is now offered as part of our online 360° service, alongside bespoke alternatives.

The Management 360° Feedback Report has a successful pedigree, having been used by HR advisors and independent consultants across retail, leisure, finance, and other industry sectors. A revised model coupled with online access brings all of the existing benefits plus instant up-dates and easier administration, all at a highly competitive price.



## New Content and Format

We have enhanced our Management 360° Report with an updated style. The new report provides an in-depth analysis of the knowledge, skills and practices vital for success in today's management role. Our new 4D management model dynamically links four domains of competency:

- **Core Personal: Leadership, Drive, Communication**
- **Doing: Results Orientation, Performance Management, Change Management**
- **Thinking: Strategic Orientation, Innovation, Commercial Acumen**
- **Relating: Team Working, Customer Focus, People Development.**

Ratings are complemented by text entries for perceived strengths and potential development areas providing additional feedback in context.

## An Enhanced Service

The online account system allows the participant complete control in terms of inviting respondents, monitoring progress and issuing reminders. No access to other respondents' data is possible, protecting anonymity and confidentiality. All data is stored on our secure servers with full data backup and recovery systems.

Telephone support (9-5 weekdays) is available and all reports are quality-checked before release.

## Management 360° Report Features

- Competency ratings and text input are compiled into a 30-page report
- Clear presentation of feedback data grouped by feedback source, i.e. self, manager peers, direct reports for each competency
- Randomised text reporting for anonymity of respondents
- Summary competency profile
- Gap analysis
- Quality checked reports

[Download a sample report now](#)

**STUART ROBERTSON & ASSOCIATES**  
BUSINESS PSYCHOLOGISTS

360° Feedback

Logout

360° Assessment and Feedback

For each of the statements on the right, please rate how often Rob Davies displays this behaviour using the scale...

1. **Strongly Disagree** - rarely or never does this

2. **Disagree** - occasionally does this

3. **Slightly Disagree** - sometimes does this and sometimes doesn't

4. **Slightly Agree** - does this more often than not

5. **Agree** - nearly always does this

6. **Strongly Agree** - always does this

Please give a response for each statement. If you feel that you don't have sufficient experience of Rob to make a judgement, then select ? for **Cannot Say**

Section 2.

**Rob Davies:**

1 2 3 4 5 6 7

Accurately identifies the potential contribution of team members. (1 2 3 4 5 6 7)

Takes a highly organised approach to coordinating resources. (1 2 3 4 5 6 7)

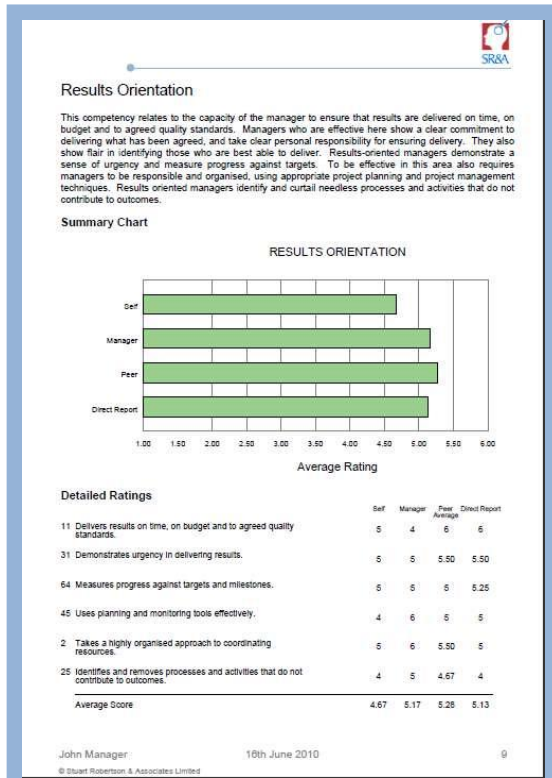
Breaks down barriers between departments and functions. (1 2 3 4 5 6 7)

Uses an understanding of the change process to devise effective strategies for implementing change. (1 2 3 4 5 6 7)

Uses management information to monitor and control resources and expenditure. (1 2 3 4 5 6 7)

<< Back Next >>

Tel: +44 (0)161 877 3277 | email: 360@sr-associates.com | Privacy | © 2009 Stuart Robertson & Associates Ltd | Powered by Teiq-TS



# Applications of the SR&A Management 360° Report

The SR&A Management 360° Report stimulates insights for personal development for managers at all levels. From first line supervisor to aspiring executives, it provides comprehensive feedback on both strengths and development areas. Contact us to find out how we can help with all aspects of feedback facilitation from telephone feedback to in-house training for your own feedback facilitators.

## What does it cost?

There is no initial set up or administration fee. Reports are priced at £95+VAT. For larger advance orders (over 25 reports) please call for a price.

## Online Bespoke Option

Our bespoke 360° feedback service, built around your own competency model or current key performance dimensions, continues to be successful. We have designed and managed 360° feedback systems for many organisations including: Atos Origin, Audit Commission, Bentley, Diageo, HMV, Selfridges, Valuation Office Agency, Warrington B.C. and many others. Call us for details and a quotation if you are interested in this option!

## Contact Us

To find out more and discuss your requirements please call Derek Wilkie on 0161 877 3277, or email [derek@sr-associates.com](mailto:derek@sr-associates.com)

Stuart Robertson & Associates Ltd  
Empress Buildings  
380 Chester Road  
Manchester  
M16 9EA

Tel 0161 877 3277  
Fax 0161 877 4500  
mail@sr-associates.com  
www.sr-associates.com

