

## **360-Degree Leadership Assessment Process with Improve Systems:**

### **Duration: 9 months**

This comprehensive process is designed to evaluate and enhance leadership skills through self-assessment, mentor feedback, collaborative review, and targeted training interventions. The approach leverages a structured, data-driven system—Improve Systems—to ensure continuous improvement and clear performance tracking. Please read detailed descriptions attached.

### **License:**

Elevate your leadership with our Top Management Membership (9 months). This exclusive package empowers senior executives with comprehensive access to critical management tools—including user, profile, performance, and training management—to streamline operations, monitor team performance, and drive continuous development. In addition, you'll receive a personalized improvement plan based on a 360-degree evaluation, complete with established KPIs, clear goals, and actionable milestones to propel your professional growth. Please note that this is a required trainer-led membership, and additional services for a custom training process will be provided to further tailor the experience to your needs.

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### **1. Kickoff Meeting**

- **Duration:** 2 hours
- **Participants:** All stakeholders (main participants, their mentors, and the trainer)
- **Objectives:**
  - Introduce the overall process and goals
  - Explain the self-assessment and mentor evaluation methods
  - Outline the timeline, key milestones, and expectations
  - Demonstrate how Improve Systems will be used to track progress and visualize performance

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### **2. Self-Assessment**

- **Scope:** 40 leadership skills divided into 5 performance groups
- **Scale:** 1 to 10
- **Visualization:**
  - **Weak (Red):** Scores 1–5
  - **Mid-level (Yellow):** Scores 6–7
  - **Strong (Green):** Scores 8–10
- **Process:**
  - Each participant conducts a detailed self-assessment using the Improve Systems platform.
  - The system automatically categorizes and visualizes scores with a traffic light system, highlighting areas of strength and areas needing improvement.

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### **3. Initial Key Performance Indicators (KPIs)**

- **Selection:**
  - After completing the self-assessment, each participant selects **three strong skills** (areas of excellence) and **three weak skills** (areas for improvement).
- **Purpose:**
  - These six selected skills serve as the initial KPIs, focusing the participant's development on both leveraging strengths and addressing weaknesses.

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### **4. Mentor Evaluation**

- **Method:**
  - Each participant's mentor evaluates the same 40 skills using the identical 1-to-10 scale and traffic light visualization.
- **Outcome:**
  - This parallel evaluation provides an external perspective and helps identify any discrepancies between self-perception and mentor observations.

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## 5. Profile Visualization and Final Profile Configuration

- **Visualization:**
  - The results from both the self-assessment and mentor evaluation are combined and displayed in a graphical format within Improve Systems.
- **Review Session:**
  - With the trainer's facilitation, each participant reviews the dual profiles.
  - The trainer helps reconcile differences and integrates insights to establish a **final profile** and finalize the KPIs.
- **Outcome:**
  - A clear, consolidated picture of the participant's current leadership performance and key development areas.

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## 6. Goal Setting and Training Structure

- **Based on the Final Profile:**
  - Specific performance goals are established.
  - A recurrent training structure is defined, tailored to address the final KPIs.
- **Custom Trainings:**
  - The process includes designing custom training modules aligned with each milestone.
  - Each milestone is a performance checkpoint where progress is reviewed against the established goals.

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## 7. Ongoing Evaluation and Milestone Meetings

- **Milestone Meetings:**
  - After the initial kickoff, the trainer participates in a one-hour meeting at each milestone.
  - These sessions are designed to review progress, re-evaluate performance goals, and adjust the training plan as necessary.
- **Continuous Improvement:**
  - The recurrent evaluations ensure that improvements are tracked and that the training remains aligned with evolving leadership needs.

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### Investment

- License: NOK 18.000.- (9 months)
- 9 Months (24 Weeks): Trainer led Coaching.
- Milestone Meetings: 36 weeks ÷ 4 = 9 meetings
- Total Hours: Kickoff (2 hours) + 9 milestone meetings (9 hours) = 11 hours
- Cost: 11 hours × NOK 2,000 = NOK 22,000
- **Total: NOK 40.000.-**

### Summary

Using Improve Systems, the 360-degree leadership assessment seamlessly integrates self-assessment, mentor evaluation, and collaborative goal setting. This process not only identifies key areas of strength and weakness through a clear, visualized traffic light system but also establishes a continuous feedback loop. By selecting initial KPIs, configuring a final profile, and setting customized training milestones, participants receive targeted development support, ensuring ongoing improvement in their leadership capabilities.