

# Strengthen Your Leadership Strategy with 360° Feedback

**Cyndi Gave**  
Visionary/Founder

**John Gave**  
Managing Partner



# Why This Webcast?

- Why align development to strategy
- Most leaders lack honest feedback
- Quality feedback matters (not all 360s equal)
- 360s bring clarity and confidence





**Charlotte**



**Detroit**

## **Accelerate**

**2,500 leaders  
developed**

**10,000 direct  
reports impacted**



## **Select**

**12,000 candidates  
evaluated**

**2,000 successful  
hires**

**1,300 scorecards  
built**

# Align Leadership Practices to Your Organization's Strategy

- Determine the strategic direction
- Identify leadership behaviors that drive strategy
- Measure current leadership practices
- Spot gaps between strategy and execution
- Develop leaders to close those gaps



# Leadership Practices That Supports Strategy

- Behavior impacts business direction
- Feedback align actions to outcomes
- Connects leadership to measurable goals
- Drives accountability at all levels



# Right Leader, Right Leadership Seat

- Feedback reveals true fit
- Uncovers mismatch risks
- Helps reposition leaders effectively
- Aligns talent with organizational needs



# The Power of Feedback for Leadership Growth

- Identifies blind spots
- Data = insight = better leadership
- Feedback fuels personal development
- Boost trust and communication





# Why Leaders Rarely Get the Feedback They Need

- Feel they are already an expert leader
- Fear of retaliation or awkwardness
- Lack of structured tools
- Informal feedback is often vague





# What Is a Leadership 360°?

- Structured, anonymous feedback
- Input from peers, direct reports, managers
- Comprehensive view of leadership behavior
- Focused on development, not evaluation



# Key Voices in the 360° Process

- Supervisor perspective
- Peer interactions
- Direct report experience
- Self-assessment comparison
- All voices = fuller picture
- Self-perception ≠ team perception; boss ≠ peers/direct reports



# The Blind Spot Dilemma

- Strengths may go unrecognized
- Challenges often unseen
- Leaders can't fix what they can't see
- 360s spotlight both areas



# Culture Check: What Your Team is Really Experiencing

- Culture shaped by leadership behavior
- Feedback reveals cultural disconnects
- Encourages ownership and consistency
- Aligns stated and lived values



# Who Isn't a Good Fit for a 360?

- Leaders unwilling to grow
- Individuals who reject feedback
- Highly unstable team dynamics
- Wrong timing = poor outcomes



# From Insights to Action: Making Feedback Count

- Debrief with an expert
- Identify key themes
- Build a development plan
- Follow up consistently
- How to measure results



# Success Story: A Department That Made the Shift

- Before the 360: stuck, unclear, misaligned
- Key feedback moments
- What changed after action
- Impact on team + performance





# Next Steps & Complimentary Resources

- Request a 360 preview
- Talk to a coach
- Access our Leadership Essentials tools
- Free: Leadership 360 Sample Report



# Questions and Next Steps

Give us your feedback, and we'll  
send you a complimentary download  
of a sample Leadership 360 Report





[cyndi@themetissgroup.com](mailto:cyndi@themetissgroup.com)



[john@themetissgroup.com](mailto:john@themetissgroup.com)

## Upcoming Webcasts

- June 17: EQ for high-potentials
- July 22: Empowerment Model
- August 15: Performance Acceleration Tracker
- September 23: An Effective Hiring Process