Feedback Facilitation and Coaching

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

PURPOSE:
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.

OBJECTIVES:
- 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
- Provide coaching to feedback receivers at level one or better
- Plan a learner feedback session
- 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

RESULT:
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.

REGISTRATION FEES:
Price includes two-day course, feedback session, all materials, breakfast, refreshments, and lunch. Fees are due upon registration. Additional logistical details will be sent with a confirmation of your enrollment.

ADDITIONAL INFORMATION
This certification also includes the opportunity for you to participate in and receive your own individual Voices 360° feedback. This process allows you to experience the assessment as both a learner and a coach. Please note, feedback delivery is contingent on the date of your course enrollment, 360° assessment initiation and completion, and coach availability. While we try to accommodate on-site feedback delivery whenever possible, feedback sessions will also be conducted via phone before or after the certification session.

Prerequisite: Leadership Architect® 101