

360° Fastrack Programme

This three hour workshop (Zoom or client premises) has been designed specifically for Coaches, Trainers & Managers who feel they have an understanding of 360° Degree Feedback and would like to train to become certified users of the unique web based strengths and gap finder Q-OPD 360° Feedback system. Becoming an accredited user enables you to use the full range of online 360° feedback reports and questionnaires with your staff or clients.

- Do you want to add 360 feedback to your tool box of skills?
- Want a course that fits in with your busy schedule?

Why 360° Feedback?

360° Feedback is a safe and confidential means of giving and receiving feedback from work colleagues. The value of having the QOPD Bureau to co-ordinate your 360° project is that confidentiality and anonymity is assured and participants and raters feel safe in giving sensitive feedback. In addition using the Q-OPD 360° bureau means a saving in administrative time as we co-ordinate all the administrative jobs, ensure project time lines are achieved and provide a help line to answer questions.

The use of 360° Feedback is now so well established that the sensitive introduction of such a system and the skills necessary to interpret and deliver the feedback have become essential for Coaches, Trainers and Managers.

How can 360° be used?

Cultural change

- Focusing on behaviours critical to an organisation's success e.g. diversity
- Embedding the organisational values and standards
- Creating a 'coaching culture' among managers

Feedback Comments

'Informative, relaxed, informal and a good pace to ensure individual's understanding and importance of the 360 process'

Malcolm Knight, HR Director, GAME Stores Group Ltd

'Extremely useful in understanding how to use 360 effectively in a professional manner'

Colin Davies, Success Zone

Benchmarking & creating outcomes data:

- Identifying team training needs and developing training programmes based upon these
- ROI - a means of evaluating training / coaching programmes

Enhancing the flow of communication:

- Providing staff with a confidential means of giving their manager's developmental feedback
- Creating a 'learning' culture within organisation
- Reduce stress in the organisation

Coaching and individual development:

- Providing a focus for coaching high performing staff
- Pin pointing developmental needs for remedial coaching
- A means of evaluating positive behavioural change



How is the course structured?

This programme is a mix of relevant theory, exercises and discussions. The programme is run by Nina Len who has a Masters Degree in Occupational Psychology, is a former Senior Manager in Industry and is a Certified Trainer of NLP. She specialises in 360° feedback and has implemented 360° systems in a number of major organisations.

Among other things you will cover:

- The unique range of Q-OPD 360° questionnaires available and of the Individual, Team and Followup
- 360° feedback reports
- The value of customised questionnaires - when and how to include questions and competencies that reflect the organisations' culture
- 360° report interpretation - How to get the most out of the 360° report

As part of the course you will be able to go through the Q-OPD 360 feedback and will receive a 30 page report and personalised feedback. You will also receive a comprehensive manual and a set of relevant slides and handouts which you will be able to use freely.

Please contact us now for further information: info@qopd.co.uk