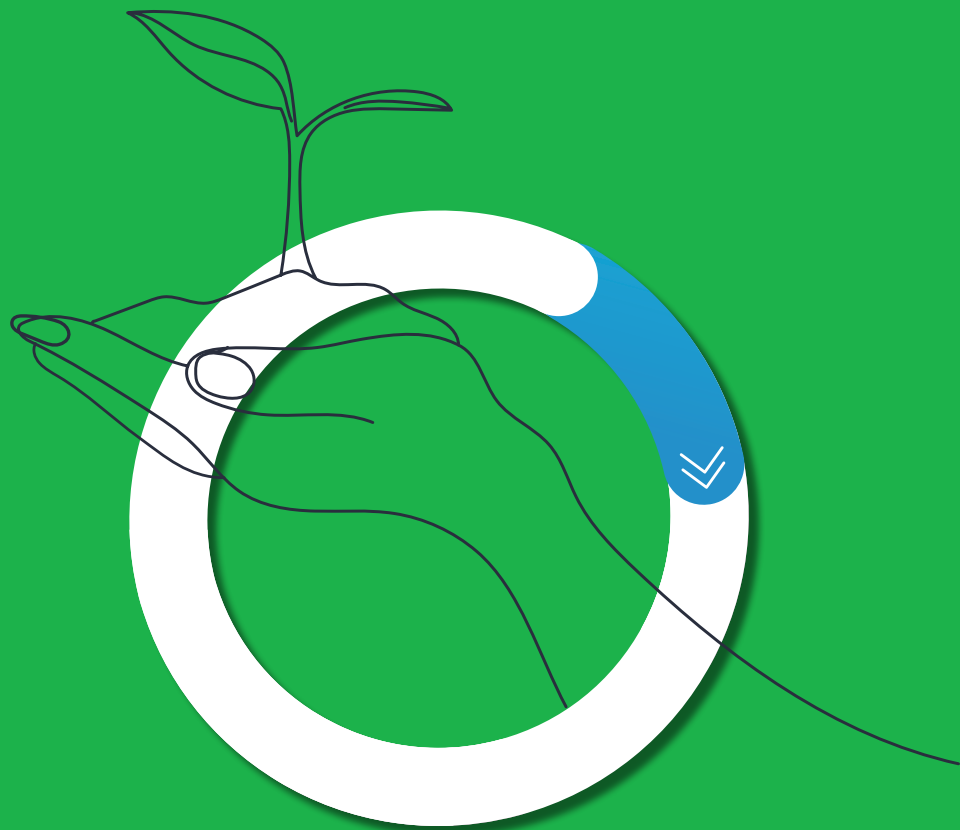


Winsborough 360 Survey

Poipoia te kākano
kia puāwai

Nurture the seed
and it will bloom



Great leaders are not created in a vacuum, they are grown.

Invested in by everyone around them through feedback, guidance, and mentoring.

The community of people that surrounds a leader is the nutrient-rich soil essential to help every leader grow to their greatest potential. A 360 survey is an essential development process that provides a Leader's workplace community with an opportunity to invest in their growth and development.

Nurturing leadership potential

Give your leaders the insights and tools they need to keep everyone in your organisation motivated, aligned, and productive.

The Leader 360 by Winsborough is easy to use and gives you the data and tools you need to engage your leaders in insightful and actionable development initiatives, help leaders reach their full potential, and achieve your business goals.

Plus, it empowers your leaders with the skills and insights they need to be lead better, such as improving their own effectiveness and improve engagement levels of their direct reports.

Robust framework underpinned by essential leadership behaviours

Winsborough apply a domain model of leadership capability as the underpinning framework for the Winsborough Leader 360.



These four domains form a natural development sequence and hierarchy of trainability. The earlier skills of how you behave and relate need to develop earlier and are harder to master.



Why the Winsborough Leader 360 is for you.

Holistic design for optimal experiences

A performance boost for all leaders

- Get a benchmarked comparison of how your leaders measure up.
- Studies have proven that self-aware leaders who understand their strengths and weaknesses can have a dramatic impact on a range of business KPIs.
- This includes increased employee engagement and higher customer satisfaction ratings.

Informed goal setting to support positive behaviour change

- This 360 will help your leaders reach their full potential with an insightful process that's focused on their development.
- It includes commentary direct from their 360 contributors and developmental tips based on results to kick-start their development journey.
- Leaders will also receive specific feedback on the five critical leadership behaviours that drive highly engaged team members.
- A Goal Setting resource is also available to ensure that insight turns into actions.

Empowering a modern workforce

- This 360 utilises machine learning and item response theory to ensure an optimal participant experience.
- Say goodbye to environmentally unsustainable printing and a PDF that gets stuffed in a drawer and forgotten - leaders receive a digital report.

Easy-to-use process

- Run easy 360 reviews with an intuitive, user-friendly platform.
- Less time administering, more time encouraging and supporting development planning and accountability.

¹Hogan, R., & Warrenfeltz, W. (2003). Educating the modern manager. Academy of Management Learning and Education, 2, 74-84.

Your leadership initiatives covered

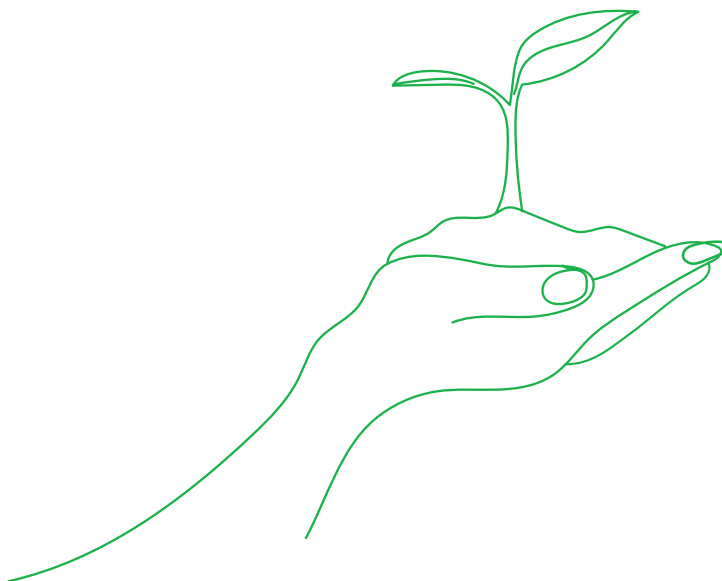
- Winsborough has a range of subscription models that scale up or down to suit all of your organisational needs from a single team of leaders through to your entire population of leaders.
- We empower you to be the experts guiding your leaders to a better future.

Can be customised to your organisational needs

- From co-branding our report to developing a completely bespoke 360, we can help you create a 360 that looks and feels right for you. For example, we can reflect your organisational brand, language, development needs, and values.
- Leverage our extensive item database and the robustness of our 360 research to build your own custom 360.
- Tailor the competencies, language, and developmental suggestions of your 360 to suit a specific leadership programme or level of leaders.

Flexible delivery

- We can deliver full 360 initiatives for your leaders at any scale; individuals, teams or whole leadership cohorts.
- Administration can be managed by us or your internal delivery team.
- Whatever your desired goals and outcomes we can support an end-to-end 360 process, including individual developmental feedback with one of our experts or training so your internal team can facilitate the feedback conversations.



Pricing options:

Winsborough can deliver full 360 initiatives for your leaders at any scale, individuals, teams or whole leadership cohorts. Whatever your desired goals and outcomes are, we can deliver a seamless end-to-end 360 process, including individual Developmental Feedback with one of our leadership experts.

Single Leader 360 from \$895 +GST

- Your leader will receive a feedback report benchmarked against a norm of New Zealand Leaders to create the necessary awareness of potential development opportunities for every leader. Including direct commentary from their contributors.
- Your leader will also receive a 60-minute briefing on their results to facilitate insight into how their reputation is impacting the organisation and its people.

You can also consider the benefits of extending this opportunity to include:

- Three coaching sessions from **\$1980 + GST** to turn the insights into developmental action.

Think your team might benefit from doing this collectively?

An aggregate report can be provided when a whole team or leadership cohort level completes a 360. This provides a valuable holistic view of the collective strengths and growth requirements which can be used to drive targeted development.

A little bit about us

Winsborough specialises in the business of leadership – selecting, developing, supporting and enhancing leaders across public and private organisations, both in New Zealand and globally.

Winsborough believes all employees deserve better leadership, exceptional leadership will provide a better future for us all. Everything we do is in service of making this better future happen. The team at Winsborough are dedicated to improving leadership and performance at all levels of the organisation: individual, group, team, and organisation-wide. Winsborough is an All of Government provider and can engage with eligible government agencies through this contract.

Need more information? Contact the Winsborough Team:
winsborough.co.nz | 0800 222 061 | support@winsborough.co.nz

