



# An **effective** management development tool

## What is The 360 ?

The 360 is a 'stand-alone' flexible assessment tool that provides an impartial insight into a manager's current working **competence, performance** and **behaviour**.

## What does 360 measure ?

The 360 assessment tool measures the candidate's current performance against the following competences:

- Creating a winning culture
- Using 'joined up' thinking
- Actively engaging in self development
- Leading the team
- Acting decisively
- Engaging the workforce
- Operating with 'can do' attitude

Once the survey is complete and all data collated, a comparison will be made between the candidate's view of their own performance and the opinion demonstrated by their colleagues' scoring.

## Which levels of management can take part ?

Level 3 – First Line Manager

Level 5 – Middle Manager

Level 7 – Senior Manager

**From just £37.50 per survey.**

For more details and to book, visit  
[www.motor.org.uk/360](http://www.motor.org.uk/360)

**imi**

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Key Features	Key Benefits
Measures current competence and behaviour	<ul style="list-style-type: none"> <li>▪ Offers a unique and impartial source of data for analysis at strategic level</li> </ul>
Personal Insight	<ul style="list-style-type: none"> <li>▪ An unbiased objective insight into a candidate's needs</li> <li>▪ Management style</li> <li>▪ Development needs</li> </ul>
Aligned to AMA	<ul style="list-style-type: none"> <li>▪ Represents the opportunity to install bespoke measures for training/ professional development</li> <li>▪ Provides an opportunity to embrace AMA at any point</li> <li>▪ In total alignment and updated with AMA</li> </ul>
Very competitively priced	<ul style="list-style-type: none"> <li>▪ Cost effective for the organisation</li> <li>▪ Encourages greater coverage across the management team</li> </ul>
Bespoke solution according level of management	<ul style="list-style-type: none"> <li>▪ Offers the opportunity to develop existing qualities without de-motivating staff</li> <li>▪ An appropriate solution for each tier of management facilitates engagement with the assessment and reduces "fear factor"</li> <li>▪ The 360 helps highlight areas of current competence and areas where improvements can be gained</li> <li>▪ Offers an insight into your management skills</li> </ul>
Industry designed and approved	<ul style="list-style-type: none"> <li>▪ Relevant and recognised by the industry</li> <li>▪ Impartial</li> </ul>
An Investment in your people	<ul style="list-style-type: none"> <li>▪ Helps your managers grow within their role - they will be more confident, self aware and far more likely to be retained</li> <li>▪ Savings in recruitment costs, poor working practice – a positive effect upon the rest of the team</li> <li>▪ Enables your managers to demonstrate current competence and professionalism</li> <li>▪ Helps drive business efficiency by highlighting areas of need</li> <li>▪ An "easy to deliver" solution for senior management team, HR and M&amp;L professionals who need to grow management and leadership capability within their organisation</li> </ul>

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