



Essential Management Capabilities 360 Degree (EMC360) / Multi-Rater Review

Encouraging people to improve their management style is at the heart of the EMC 360. Through extensive research, we have distilled the common themes of essential management into 60 behaviours, grouped into 10 capabilities. Individuals can get feedback from their managers, peers and subordinates via a secure, confidential online questionnaire.



The EMC360

The questionnaire combines quantitative metrics and qualitative comments to highlight areas of strength and development needs and the process can be repeated to measure progress over time. The comparison report can be used as a powerful tool for measuring training efficacy for an individual.

Many clients use our standard questionnaire which has been created on the basis of well-defined essential management competencies. Alternatively, we can incorporate your organisation's own competencies into a bespoke questionnaire. The resulting reports are clear and well-structured and our consultants are on hand to offer advice and assistance throughout the process.

No matter what stage you are at in the development of your organisation's competencies, we can help you to develop them into a 360 degree questionnaire. Taking into account the objectives of your organisation, what you want to measure and the desired outcome, we work with you to tailor the 360 questionnaire to your specific needs.

We then devise a training programme for you which can be anything from a simple one hour session to demonstrate how to set-up 360 programmes, to a comprehensive three day facilitator training course.

360 Design Service

Group Workshop

Up to 8 people can be taken through their feedback reports in a single, 3 hour session. The session includes understanding the reports and developing their own action plans.

Facilitating Feedback

Using an external facilitator can provide a more objective and confidential feedback session. Our consultants all have many years' experience providing feedback to managers and executives. Such facilitated feedback can take one of two forms:

Individual Session

This consists of 1 hour face-to-face sessions with a trained and experienced facilitator. The aim is to understand the ratings and create a clear action plan to include quick-wins and longer term development strategies.

Alternatively we can provide one-day workshops that prepare in-house HR professionals and independent consultants to conduct the required follow-up.

Self-Administered 360

If you prefer to take control over the administration of the 360, we can simply give you logins for all of the participants and they can set up the 360, including selecting the appropriate capabilities to complete, nominating and inviting their respondents, and tracking the progress. As soon as all of the respondents have completed the feedback, each individual can generate their report reflecting the feedback given by their team.

Whichever option you prefer, we can also provide follow-up coaching and advice for you and your participants.

Contact Us

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Human Factors International provides Business Psychology and Organisational Development consultancy. Since 1983 we have been helping organisations recruit and select the right people, to coach and develop these people and help create environments within which they can function efficiently and effectively.

