

Decision Dynamics 360View™

Why Use 360° Feedback Tools?

You create:

- Improved individual, team and organizational performance
- Increased self-awareness
- Constructive and transparent dialogue on developmental issues



Decision Dynamics offers:

- › Insightful profiles and reports for individuals and organizations
- › Hands-on certification training for using our tools and methodology
- › Inspiring special event workshops, seminars, and kick-offs
- › Effective strategic development programs in career development, coaching leadership, and strategic HR

Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations.

Our scientifically based approach is built on more than 35 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.

Improve Performance

Good 360-degree feedback tools provide solid foundations for individual, team and organizational development. They are used increasingly in performance improvement, organizational surveys and appraisal. Around 90 percent of all Fortune 500 companies use 360-degree feedback. The tools are used as a starting point as well as follow-up in leadership training, team development, succession planning and talent management.

CustomView360 is our customer-centered on-line 360° feedback system where you can customize content, design and process to match your approach and culture.

Decision Dynamics 360View Suite is your menu of off-the-shelf 360° feedback assessment tools. We take on the workload and let you get on with the critical task of making a difference. All tools are also available as a 180° appraisal and a self-assessment. Progress reports over time are available. These validated assessments cover all organizational levels from non-managers to senior executives:

All:

- › *CareerView360* – developmental competencies - in what direction is the person/team driving development

Leaders:

- › *Leader View360* – all levels
- › *Emotional Intelligence View360* – all levels
- › *Manager View360* – middle managers
- › *Executive View360* – senior leaders

Employees:

- › *Performance View360* – non-managers

Sales:

- › *SalesView360* – a team's overall skills
- › *Sales ManagerView360* - sales supervisors and managers

Teams:

- › *TeamView360* – individual relative team
- › *Team Effectiveness Survey* – a team's effectiveness

Full automation means you can concentrate on the critical areas of 360 - actual feedback and performance improvement - while reducing time-consuming manual work to a minimum. Administrators have access to a real-time tracking system to monitor completion status.

Support and Feedforward Decision Dynamics provides advice on questionnaire design, administrative procedure and potential pitfalls to maximize project effectiveness. All our services are carried out to ISO standards, and participation is completely private and confidential. Decision Dynamics also provides personal feedback and coaching.

Competencies Measured

CareerView360 - 24 questions, 10-15 minutes

Directly connected to *CareerView™* Career Profile

- > **Specializing and Quality Oriented** (Expert)
- > **Competitive and Result Oriented** (Linear)
- > **Learning and Development Oriented** (Spiral)
- > **Entrepreneurial and Change Oriented** (Transitory)

LeaderView360 / TeamView360 - 35/31 questions, 10-15 minutes

Directly connected to *StyleView™* Decision Style Profile

- | | | |
|--------------------------|---------------------------------|------------------------|
| > Problem Solving | > Managing Self | > Leading |
| > Planning | > Managing Relationships | > Communicating |
| > Controlling | | |

Emotional IntelligenceView 360 - 74 questions, 15-20 minutes

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|--|---|---|
| > Self Management
Self-Development
Adaptability/Stress Tolerance
Self-Control
Trustworthiness
Strategic Problem Solving
Achievement Orientation | > Relationship Management
Building Strategic Relationships
Conflict Management
Leadership/Influence
Interpersonal Sensitivity/Empathy
Team/Interpersonal Support
Collaboration | > Communication
Written Communication
Two-Way Feedback
Oral Communication
Oral Presentation
Listening |
|--|---|---|

ManagerView 360 - 100 questions, 20-25 minutes

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| > Communication
Listening
Two-Way Feedback
Written Communication
Oral Communication
Oral Presentation
Vision/Goal Setting | > Task Management
Planning/Organizing
Delegation
Administrative Control
Performance Evaluation
Performance Management
Recognizing/Rewarding | > Interpersonal
Team Development
Interpersonal Sensitivity
Conflict Management
Coaching
Leadership/Influence
Employee Involvement |
|--|--|--|

Problem-Solving

Problem Analysis

Decisiveness/Judgment

ExecutiveView 360 - 68 questions, 15-20 minutes

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|--|---|---|
| > Performance Leadership
Visionary Leadership
Drive for Results
Technological Leadership
Financial Leadership
Cross-Functional Versatility
Depth of Industry Knowledge
Political Leadership
Strategic Problem Analysis
Decision Making | > Change
Entrepreneurial Leadership
Driving Strategic Direction
Driving Change | > Interpersonal
Building Strategic Relations
Empowering Others
Team Building
Interpersonal Effectiveness
Oral Communication/
Presentation
Influence/Negotiation
Coaching/Development |
| | > Personal Leadership
Self-Development
Adaptability/Flexibility
Engenders Trust | |

Performance View360 - 70 questions, 15-20 minutes

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|---|--|--|
| > Communication
Listening
Two-Way Feedback
Written Communication
Oral Communication
Oral Presentation | > Task Management
Planning/Organizing
Task/Project Management
Problem Solving
Decisiveness/Judgment | > Interpersonal
Collaboration
Interpersonal Sensitivity
Negotiation/Conflict Mgmt.
Team Support
Leadership/Influence |
|---|--|--|