

enVision.360[®] for Individual Contributors



360. For Today's Leaders.

enVision.360[®] is a suite of multi-rater leadership development tools that assess critical competencies required of leaders in today's results-driven world. Developed with the assistance of a team of seasoned executives from a cross-section of industries, enVision.360[®] may be used to drive both individual development and organizational change.

Both comprehensive and straightforward, enVision.360[®] helps leaders at all levels understand how they are perceived by others and thoughtfully identify areas for professional and personal growth. Four versions are available: Executive, Manager, Front-line Leader, and Individual Contributor.

What enVision.360[®] Measures.

enVision.360[®] measures both positive behaviors (competencies) and those that can get a career off-track ("derailers"). Derailers were drawn from the book *Derailed: Five Lessons Learned from Catastrophic Failures of Leadership* (by Dr. Tim Irwin, 2009).

enVision.360[®] for Individual Contributors assesses the following:

- Personal Competencies
 - Earns trust and confidence
 - Makes sound and courageous decisions
 - Communicates openly
 - Plans and organizes
 - Displays personal agility
 - Takes initiative
 - Is committed to self-development
 - Exhibits creativity
- Interpersonal Competencies
 - Collaborates productively
- Business Competencies
 - Focuses on customers
 - Delivers excellence
 - Understands the business
- Leadership Competencies
 - Creates focus and direction
 - Engages and motivates others
 - Leads change
- Functional / Technical Competencies
- Derailers
 - Lack of authenticity
 - Lack of self-management
 - Lack of humility
 - Lack of courage

About enVision.360[®] for Individual Contributors

- Is a high-quality, cost-effective 360 tool that targets performance-critical competencies for today's leaders
- Measures both positive behaviors and derailers
- Provides both quantitative and open-ended items, to allow both numerical ratings and "color commentary"
- Presents feedback in a clear, easy-to-understand report to aid in zeroing in on strengths and development needs
- Also available in cascading versions for executives, managers and front-line leaders that align with the competencies assessed in this instrument
- Both the instrument and the website can be customized for your organization's needs

Certifying Facilitators.

We know that users of enVision.360[®] differ in their degree of multi-rater feedback experience and the extent to which they need training and support in facilitating a 360 effort. Consequently, we believe that no "one size fits all" approach to certification is appropriate.

Contact the enVision.360[®] team to discuss the education and assistance you need in order to be effective as a certified enVision.360[®] facilitator.

Pricing.

- Individual assessment - \$175 (US dollars) per participant. Includes online administration and scoring, a .pdf report, and action planning materials. Quantity discounts are available. Call or email to order.
- Group report - \$375 (US). Shows results of multiple participants in a single aggregate report.
- Customization of instrument and website may be as simple as adding your logo, or as specialized as adapting the instrument and website text. Will be priced separately after understanding your needs.
- Other services (e.g., in-person feedback, introductory and feedback webinars, coaching, etc.) are available.



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