



# The McQuaig 360 Leadership Review

A new way to develop leaders



**Holst**  
WORKPLACE EFFECTIVENESS

## The McQuaig 360 Leadership Review is Revolutionary

- It asks peers, managers and direct reports to review their leader, not score them
- It creates a concise report that drives action
- It asks what your leader should do more, do less or remain the same, against eight clearly defined competencies.

The McQuaig 360 Leadership Review is one of the most streamlined 360 assessments and takes 12 minutes to complete, with comments. It celebrates what your leader is doing well and balances this with the feedback and actions they need to develop and move forward.

Celebrate your leaders as individuals, help them grow with a constructive, simple to understand action plan enabling them to develop and prosper in your organisation.

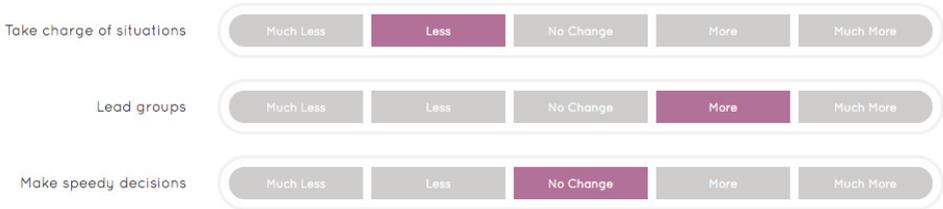


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## How would you like your leader to change?

The scale (versus a score) below sharpens the value of feedback:



Our 360 focuses on what leaders should do more, less or the same of to grow.

## Why is the McQuaig 360 Leadership Review different?

Quick to complete (avg. 12 mins)

Questions link to job

Easy to read reports

Provides clear actions

Marries with other McQuaig tools

Comments link to competencies

Inspires action

Offers clear insights

“The results were spot on and easy to read.”

Toni Pierce.American Spiralweld

## 360 Competencies



The McQuaig 360 Leadership Review is based on a set of well-researched competencies which fully cover what is required of leaders in today's modern organisations. This 360 assessment draws on eight leadership competencies. These competencies are considered the gold standard in leadership and offer a framework to develop your people.

1	<b>Making Decisions</b>	Do they make good decisions and bring others along?
2	<b>Supporting</b>	Are they people focused? Do they understand what is right in a leadership context?
3	<b>Engaging</b>	Can they build connections? Are they able to influence others and sell ideas?
4	<b>Interpreting</b>	Can they draw on their expertise and experience? Are they able to get to the core of the problem?
5	<b>Conceptualising</b>	Can they create new solutions? Can they demonstrate broad perspectives and consider longer time frames?
6	<b>Execution</b>	Are they strong planners? Are they results oriented?
7	<b>Change Orientation</b>	Can they cope with change? Do they recover from setbacks and maintain a positive mindset?
8	<b>Performing</b>	Are they goal oriented? Do they show the spirit of an entrepreneur?



## **How does the McQuaig 360 Leadership Review link with other McQuaig tools?**

A deeper insight of your leader's development is gained when the McQuaig 360 is linked to the McQuaig Word Survey®.

Traits from the McQuaig Word Survey® often explain why a leader might receive certain feedback. Consider using the 'Interpretation Report' and 'Leadership Profile' in conjunction with your 360 feedback session.

The McQuaig Self Development Survey™ offers additional insight and suggestions for your leader.

We suggest your leader completes the McQuaig Word Survey® before undertaking the McQuaig 360 Leadership Review.

### **Guidelines for using the McQuaig 360 Leadership Review:**

We suggest you apply some strong guidelines when using our 360. Any 360 feedback tool must be used constructively. Here is what we suggest:

1. Feedback only comes from people who have worked with the leader for at least 6 months.
2. Use only for personal and professional development. Never as a tool for discipline.
3. Results are confidential and belong to the leader. It is for them to share.
4. Feedback is anonymous.
5. There is no right or wrong. It is a snapshot in time.
6. Choose who provides the 360 feedback. At least one from each group: superior/manager, peers, direct reports.