



**TVRLS  
INTRODUCES  
ONLINE**

**'360 DEGREE FEEDBACK' FOR MBA STUDENTS**

**YOUNG MANAGERS PROGRAM**

**360 Degree Feedback for MBA students**

360 degree feedback is a Multi-Source Feedback System, where the student gets feedback from individuals with whom they have had meaningful interactions (his/her Seniors, Juniors, Colleagues, Parents/Siblings, Mentors, Faculty etc.) Feedback is collected using a specially designed questionnaire (based on Young Managers and Future Leader Competencies). The entire process is implemented anonymously which enhances authenticity of Feedback/Data collected.

**Deliverables**

**Online 360 degree feedback**

- Individual Report with scores from each category of people you chose to take feedback from
- Alphabetically sorted (to preserve anonymity) open ended answers
- Orientation Material on 360DF, literature and beyond 360DF article
- Benchmarking Data from group of individuals from same institute or region

**Advanced 360 degree feedback  
(includes coaching & counselling)**

- Linkages between qualitative and quantitative data
- Prioritized action plan for future, based on results
- Objective listing of Gaps or Areas needing improvement
- Comments from professional Coaches and Counselors

**Young managers program**

Having catered to a vast number of companies, managers and leaders, with 360DF, we extend the tool for development of students about to embark on a career. We believe that the tool is more useful and appropriate at the start of the career rather than on the job when habits are already formed and relatively hardened.

Using inputs from established experts, research based findings & our own leadership development experience (across 2 decades), we have created a competency framework for young managers about to start on their career

By giving inputs & feedback to MBA students at their formative stage we help them to better know the Self and discover/realize their own potential, strengths and weaknesses, at the start of their career.

It is with this thought in mind that TVRLS launches the 360DF instrument for MBA Students.

**Benefits for students -**

- Start your career with an advantage
- Build yourself systematically
- Know yourself better
- Know you're potential
- Know the impressions you have created on others
- Know what your team members really think of you
- Find out how you are perceived on factors like sharing information, innovativeness ...
- Make better Career Choices based on strengths

**About Us**

We are a HR Consulting organization formed with the intent to providing services toward Developing Human Resources. We are also the pioneers of 360DF in India and have vast experience across Corporates, NGO's, Government Bodies, Institutes and Schools also.

TVRLS facilitates talent discovery and development at an individual and organization level

**Our Experience**

- 10,000 Leaders and Managers profiled using the RSDQ© model of leadership.
- 360 Degree Feedback implemented for more than 150 companies.
- Industry wise benchmark data presented in percentiles.
- Tools exclusively for Marketing Managers and HR professional.

**Contact Us**

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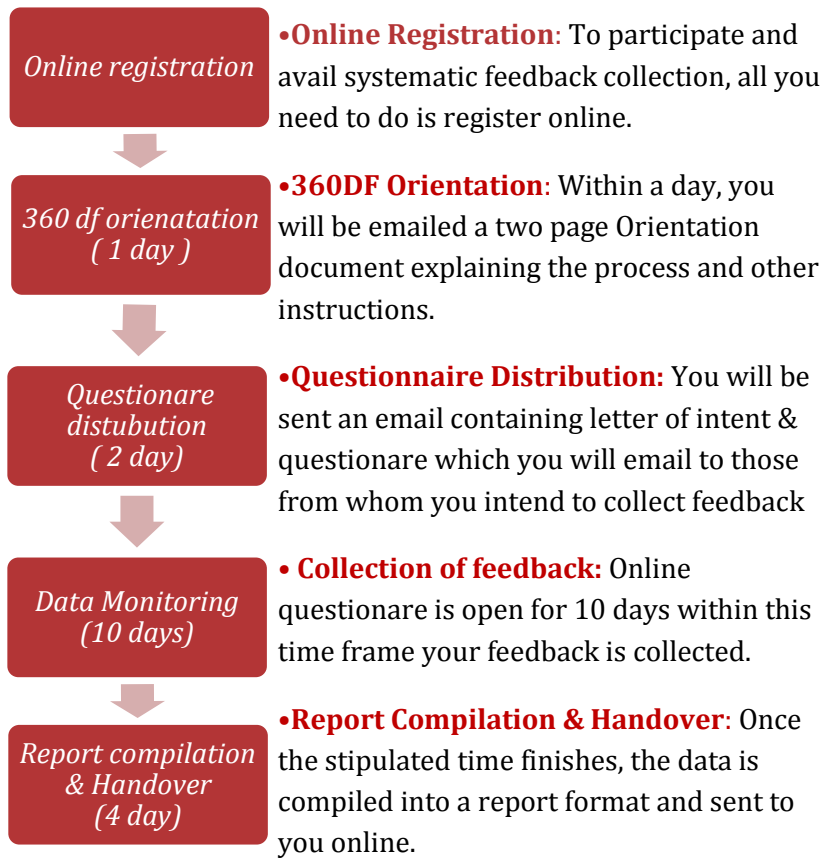
**T.V.RAO LEARNING SYSTEMS**

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***Process is completely online only thing required is the email of students .....***

## Methodology

### Online 360 degree feedback



### Advanced 360 degree feedback



### MBA Institutions that have benefited by our 360 degree feedback tool



*"I must thank you for this wonderful exercise which will help us introspect and know ourselves better. "*

*Roopal Agarwal - IIM RANCHI*

*"I want to thank you very much for the wonderful exercise on 360 DF. I got to know about myself what I never knew was in me .Again, thank you very much. :-)"*

*Shivang Ganatara - IIM RANCHI*

*360df provided to us helped me understand myself better. It had elements that I was familiar with and also some points mentioned in it were a surprise to me. The reason I have decided to take my feedback seriously and to improve myself post it is that it has opinion of people I really care about*

*Pooja ohri - IIM RANCHI*

### Young managers model

It is a competency model developed by TVRLS which consists of 24 soft skill based on over 2 decades of research in developing over 10,000 managers. These are carefully selected based on relevance to MBA students.

### Investments Per participant

•Online 360 degree feedback =500 ₹. + Service tax @ 12.36% Total fees 562 ₹.

• Advanced 360 degree feedback (includes coaching & counselling) =1700 ₹ + Service tax @ 12.36% Total fees 1911₹.

### Program director

Dr. Raju Rao is a postgraduate in Personnel Management and Industrial relations from XLRI Jamshedpur (1994 Batch), he worked for four years in the Corporate Personnel Department of the Torrent Group, Ahmedabad and joined with TVRLS in 1998. He has more than a decade of rich experience in the field of HRD

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