

360 Degree Feedback & Performance Management Systems (Vol II)

Organizations with competent people are likely to surge ahead. How do you know if you have competent people? How do you know if you are one of them? This book provides insights into how Indian Organizations [Read more]

Organizations with competent people are likely to surge ahead. How do you know if you have competent people? How do you know if you are one of them? 360-degree assessment and feedback has come to be accepted as a good tool for Competency Assessment and Leadership building.

TVRLS has developed its own model for Competency and Leadership building (RSDQ) through 360-degree assessment. This book is the outcome of the experiences shared at the second conference on 360 Degree Feedback and Performance Management. It provides insights into how Indian Organizations are using 360-Degree Feedback and Performance Management Systems for excellence.

Table of contents

Section 1 – 360 Degree Feedback	
	▪ Leadership Development Inventory – The HSS Experience
	▪ 360 Degree Feedback – The Novell Experience
	▪ 360 Degree Feedback at Bharti Enterprises
	▪ 360 Degree Feedback and Talent Management at Dr. Reddy's Laboratories
	▪ 360 Degree Feedback System – An Experience to follow up through a Dip Stick study
	▪ Power of 360 Degree Feedback
	▪ 360 Degree Feedback on Leadership rule for School Principals
	▪ A case study of changes of roles, styles and qualities in a year's period due to 360 Degree Feedback
	▪ Some observable Trends in 360 Degree Feedback
	▪ A study of Leadership Roles, Styles, Delegation and Qualities of Indian CEO's
	▪ Determining Training and Developmental needs from 360 Degree Feedback using RSDQ Model
	▪ Instrumentation in 360 Degree Feedback
	▪ Designing and Developing 360 and full circle feedback tools
	▪ Summary note on Open ended 360 Degree Feedback
	▪ Assessing teachers and Teaching Effectiveness
	▪ 360 Degree for Parents

	<ul style="list-style-type: none"> ▪ Myths of 360 Degree Feedback
Section 2 – Performance Management System	
	<ul style="list-style-type: none"> ▪ Designing and Implementing Performance Management System – The BHEL Experience
	<ul style="list-style-type: none"> ▪ Experience sharing
	<ul style="list-style-type: none"> ▪ Performance Management System in Infosys
	<ul style="list-style-type: none"> ▪ Highlights of Performance Management System in NSEIL
	<ul style="list-style-type: none"> ▪ Performance Management System at Titan
	<ul style="list-style-type: none"> ▪ Performance Management from Systems to Spiritual Approach
	<ul style="list-style-type: none"> ▪ Opportunities and Challenges of Performance Management System implementation
	<ul style="list-style-type: none"> ▪ Performance Improvements – Focus on Teams
	<ul style="list-style-type: none"> ▪ Performance Management – Line Manager’s Perspective