

PROGRAM OBJECTIVES

This One-Day workshop aims to help participants answer important questions like:

- What impact are you having in your organization?
- How effective a Leader are you? What leadership styles do you have?
- What do others think of your effectiveness?
- Do you know what your team members and colleagues expect from you?

Participants will receive feedback on the Leadership roles they are playing, their leadership styles, Delegation etc., and also on their impact as perceived by others in the organisation

They will be able to reflect on the feedback and design strategies to make positive impact on the organisation

THIS PROGRAM HAS BEEN SPECIALLY DESIGNED FOR

Senior and Middle Managers, Line Managers, OD Practitioners, HRD Professionals

Participants who are from a non-consulting background and do not have access to a 360 Degree Feedback implementation will benefit from this program

INVESTMENTS

- Rs 20,000 per participant (Non-residential) + GST 18% or as applicable. The cost includes
 - Fee for attending the one-day program
 - Resources like individual 360 DF report, Handbook of Development Plans, etc.
 - Individual Development Dialogues for arriving at the IDPs/Action Plan
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore

EVOKE OR PROVOKE

THE LEADER IN YOU THROUGH 360 DEGREE FEEDBACK (360 DF)

26 AUGUST, 2020

‘An organization is only as good as its Leaders.’
Leadership Guru, Jim Collins, echoes this sentiment in his book ‘Good To Great’ when he claims companies go from good to great by aspiring for and acquiring Level 5 Leadership.

One of the most effective ways to develop Leadership is through comprehensive feedback through a 360 Degree Feedback implementation. Such feedback combined with individual counseling and other inputs help individuals not only discover their strengths and areas of improvement but also help them come up with actionable strategies to strengthen their Leadership capabilities.

TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

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PROGRAM STRUCTURE AND METHODOLOGY

Step 1: Participants will go through a 360 DF survey that is triggered a month before the workshop

- The 360 DF survey tool has been designed by TVRLS especially for Top and Senior Management. It is based on the RSDQ model of Leadership-**R**oles, **S**tyles, **D**elegation and **Q**ualities
- On registration, each participant will send a list of the names and email addresses of the respondents (reporting managers, team members, colleagues and other employees) from whom they would like feedback.
- TVRLS will trigger the 360 DF survey on-line and automatic feedback requests will be sent to all the respondents. Respondents will have 25 days to complete the survey
- The data will be compiled and feedback report will be shared with the participants
- The entire process will be anonymous without any identification of the source of feedback

Step 2: One-day workshop and handing over of confidential report

- TVRLS will share Inputs and illustrations on each of the 4 sections of the 360 DF feedback report-Roles, Styles, Delegation and Qualities
- TVRLS will help the participants interpret their report
- TVRLS will also share Industry experiences and benchmarks on 360 DF
- Participants will also experience Peer Coaching to generate a few ideas for improvements

Step 3: Individual Development Dialogues will be conducted for the participant over a Zoom platform to come up with a concrete Individual Development Plan (IDPs) which will help the participants identify ways to leverage their strengths and work around their areas of improvement.