



360° Feedback Development

The Cornerstone **360° Feedback Development** process involves much more than participants receiving feedback. The objectives of our approach are to increase the self-awareness of executives on their core and adaptive leadership behaviors, and to drive enduring behavior change that lasts beyond the feedback session. Specifically, we help our clients to:

- More deeply understand the underlying meaning behind their 360° results
- More deeply understand the underlying meaning behind their 360° results
- Consider the assessment results in the context of their work situation (e.g., role expectations and company culture)
- Understand the relationship between their natural workplace behaviors (The Predictive Index) and their 360° feedback
- Create a practical and targeted development plan
- By means of a modified coaching process, to overcome obstacles to successful implementation and thus create real, enduring behavior change

Our customizable approach can incorporate a client's existing 360° feedback tool, or use of our recommended instruments.