



The Integral Business Leadership Group

Leadership & Organization Consultants

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Why Our Integral 360 Profiles?

Our Integral Leadership 360° Feedback process supports sustainable development in a manner that aligns individual, team and organizational goals and direction. We keep the focus on what is best for the individual **and** the organization such that performance is enhanced for both. This is why we also provide Coaching support with our Integral Leadership 360° Feedback process. Combining 360° Feedback with Coaching is a proven powerful method for Leadership Development.

Key Features & Benefits

- **Standardized with Focus on 'What Matters' in Leadership & Management**
 - Standardized based on review of over 30 years of research in Leadership & Management
 - Used with over 5,000 executives and managers across a wide-range of organizations over 15 years
 - Includes **both** Leadership and Management skills and behaviours
 - Includes 'Authentic Self' characteristics – these are qualities that have been shown by research to be fundamental to leadership and yet rarely used by other instruments
 - *Comparison Norms* – Individual results compare to others in the organization 'now' (for a 360 data point), over time (for repeated 360's) and outside the organization to ALL that have taken our 360's (large population).
 - Measures "Outcomes" of a Leader/Manager – addresses the impacts on others and the organization
- **Customizable – to meet individual, team & organizational needs**
 - We can utilize the appropriate Integral 360 version depending on the level/scope of responsibility of the client (e.g. Executive, middle-management, front-line management as well as non-management positions)
 - We can add questions that cover specific skills, values, competencies relevant for your organization to address particular challenges or areas of discovery
 - *Emotional Intelligence* Questions can be included to assess these valuable aspects of Leadership
- **Cost-Efficient**
 - On-line survey – takes 15-20 minutes to complete
 - Ability to include EQ questions within a single instrument, saving time and disruption
- **Coaching Support -- A clear and relevant path forward**
 - We don't leave our clients hanging with "a nice report" and no path forward
 - Instead, we use a proven Method and Workbook that defines and shapes the developmental path of the client which frequently transforms career into passion
 - Focus on specific goals and action steps aimed at quickly achieving success in the most relevant areas of development
 - Our coaches are certified from the most rigorous coaching school and method available today
 - Our coaches have solid business experience and can naturally and quickly step into the clients' shoes--cutting through "stories" and getting to "the heart of the matter" quickly
- **The Integral framework**
 - Holistic approach drawing on the latest research in multiple disciplines of human development