

Integral 360° Profiles and Coaching

Developing the Next Generation of Successful Leaders.



Developing leaders, teams and organisations to be their best for the world.

INTEGRAL 360° PROFILES AND COACHING |

Developing the Next Generation of Successful Leaders.

Experience powerful personal and professional growth.

Our Integral* 360° profiles have been used by over 5,000 executives, managers and supervisors over the last 15 years. Developed and researched by our partners at Integral Development and Dr Ron Cacioppe, our range of Integral 360° tools are based on the Integral framework which has been widely acclaimed as one of the most relevant system theories for the 21st century. The profiles are a skill and behavioural based 360° feedback process designed to help senior executives and managers with their professional and personal development.

What is 360° Feedback?

The primary purpose of 360° feedback is to assist individuals to understand their strengths and areas for improvement, and to contribute insights into aspects of their work that need development. Research has demonstrated that 360° feedback is a powerful process in achieving developmental outcomes as you receive a more rounded and reliable assessment of your leadership and managerial effectiveness.

360° feedback is a method and a tool that provides participants with the opportunity to receive performance feedback from their manager and colleagues. The term 360° refers to seeking feedback from people all around you – team leaders, managers, peers and people that report to you.

360° feedback helps individuals to understand how their effectiveness as an employee, co-worker or staff member is viewed by others. The feedback provides insight about the skills and behaviours that measure effective leadership and the desired skills important to the accomplishment of the purpose, vision, goals and values of the organization.

Who has used the 360° Profiles?

The Integral 360° instruments have been used by a wide range of private organizations in the private, public, government and non-profit sectors.

Coaching

Research shows that 360° feedback combined with ongoing coaching is one of the most effective methods of leadership development. Our 360° profiles include a 1.5 hour coaching session. We recommend coaching sessions following the 360° feedback process to provide the most benefit. We are able to support you with a highly qualified team of executive coaches who have diverse backgrounds in the corporate, government and not-for-profit sectors. Diverse backgrounds in the corporate, government and not for profit sector.

The Integral 360° Process

A 360° feedback process can be used with individual managers, incorporated into management development programs, or rolled out as a development initiative throughout the company. The online surveys take 15 to 20 minutes to complete and we recommend allowing 4 weeks for all participants and their raters to complete them. Our Integral 360° Survey uses a 10-point scale shown by research to be more effective in 360° measurements. We recommend the following process to maximize the benefits of using the 360° feedback process:

- Customization of questions (if relevant).
- Group introduction to the 360° process.
- Online collection of data and compilation of feedback reports.
- Group debrief session and feedback of results / reports.
- Individual debrief session with personal coach.
- Follow-up coaching sessions to facilitate personal and professional development (optional).
- Re-conduct 360° review a year later to assess progress (optional).

Versions Available

Integral Development offers a range of 360° profiles; additional emotional intelligence questions can be included on most. We have five slightly different 360° profiles:

1. **360° Integral Leadership & Management Profile (LMP)** for managers & executives based on the Integral framework
2. **360° Integral Frontline Management Profile (FMP)** for supervisors & managers based on the Integral framework
3. **360° Integral Professional Development Profile (PDP)** for non - managers' based on the Integral framework

The Integral Leadership and Management Framework

The Integral 360° profiles are based on the Integral Leadership & Management Framework developed by Dr. Ron Cacioppe after reviewing 30 years of research on leadership and management. At the core of this framework is Ken Wilber's Integral Theory. The four quadrants translate into people leadership, transformational/visionary leadership, task/performance management, and strategic goal management and incorporate the skills and behaviours of individuals, teams and organizations in terms of contemporary leadership and management. The Integral framework is flexible and can be customised to include specific competencies for an organization's particular strategic challenges.

What will the Feedback Consist of?

The Integral 360° report consists of a number of graphs based upon the Integral Framework that summarize the feedback for each participant as follows:

- Uses a 10 point scale shown by research to be more effective in 360° measurements.
- Individual feedback reports summarizing the assessment data into strengths and weaknesses.
- Four major functions that define leadership and management effectiveness.
- Eight key leadership and management roles.
- Thirty-two specific skills and abilities associated with leadership and management effectiveness.
- Twelve Authentic Self skills that are the foundation for successful leadership.
- A summary of the skills and behaviours for which you score highest and those for which you score lowest.
- Open comments made by raters.
- A development workbook to assist in deciding action steps to implement your personal development plan.

Customization

Integral Development can customise all our profiles for your specific requirements. Up to twelve customized questions can be added to the questionnaire that cover skills specific to your organization.

Comparison Norms

The Integral 360° profiles show the average score of a larger group compared against your individual ratings. You can select the comparison group you wish to use - for instance, the particular program you are attending; your organization; the public sector or your industry.

About Us

Together, with our international partners, we are one of the most unique and experienced boutique leadership and management consultancies, providing a comprehensive range of integral leadership and organizational development services. We have a team of consultants, executives coaches and staff dedicated to helping leaders and organizations achieve excellence in all areas of business with cultures that enhance employee well-being, inspire innovative products and services, and lead to ethical actions that enrich society and the natural environment.

Other Services

All our services can be modified and customised to meet your specific needs and are based on proven methods and tools that apply the 'Integral' framework developed by Ken Wilber, whose work has influenced leaders such as Al Gore, Bill Clinton and Tony Blair. They include:

Integral Leadership

- Organization, team and individual surveys and profiles
- Executive coaching
- Customized leadership development programs
- Talent management

Integral Business

- Facilitation
- Situation analysis and decision making
- Organization development
- HR management programs, processes and tools

For Further Information

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