

## The my360plus questionnaire

### Approach

**Level and consistency are critical.** Colleagues provide feedback on the critical behaviours they observe, not give opinions. These include operating levels and frequency, as these both directly relate to performance levels.

### Model

Four key behaviour clusters:

- Think
- Involve
- Inspire
- Do

Whether participants are new to leadership, or running the Board, **my360plus** supports skills development in today's tough, complex and dynamic situations.

**my360plus** is based on solid research. Professor Harry Schroder, at Princeton and the University of South Florida, showed empirically the impact of specific leadership behaviours on organisational performance during change. Schroder's work has been further developed to identify the key behaviours that directly impact performance.

### Benchmarking

**Help people gauge their performance impacts - at their operational level.**

**my360plus** reports benchmark against people operating to high standards within similar roles, the benchmark view compares individuals to thousands of other people at the same level.

This data is built up of 15 years of assessment of 20,000+ leaders from around the world, sorted into levels of experience.

## The my360plus report

- Interactive online reports for multiple views:
- By cluster: Think, Involve, Inspire and Do
  - Self-perception versus others' – participants can switch between different viewpoints
  - By strength: what to take to a higher level; where to improve consistency; where to neutralise weaknesses
  - By question: an in-depth perspective on individual behaviours

## The my360plus bonus benefits

### Year-Long Subscription

Participants can set their development goals and track progress over 12 months.

### Personal Development Plan

**my360plus** encourages participants to identify development areas and put them into action, by setting personal development goals.

### Coaching

**my360plus** offers coaching suggestions within the report and supports ongoing coaching programmes.

### Ongoing Feedback

Participants can invite further feedback against their development goals from their observers.



**CMI** Chartered Management Institute  
**ACTP** Accredited Coach Training Program  
International Coach Federation



## What people say about my360plus

"Excellent tool to get a rounded view of clients' opinion"  
**Director, Profitable Insights Ltd**

"Well presented and supported; it is intuitively easy for end users so increases the uptake."

"It provides a richness of data that enables me as an executive coach to kick off conversations with clients at a different and more meaningful level."

"It is also an ongoing development tool, allowing ongoing feedback and development, a very powerful component."  
**Coaching Director, Aspecture**

"From its clearly articulated underpinning leadership model, to its ease of use (with its built-in video guidance), to its promotion of on-going feedback, I believe that **my360plus** is a market leader! I have now introduced **my360plus** to two (very different) organisations and, in each case, it has been very well-received."  
**HR Director, Educational Trust**

"The excellent customer service provided by the team at **my360plus** and the system's value for money has given me the confidence to introduce it to groups who have previously been sceptical or reticent to use 360 degree review processes, and the feedback from users has been universally positive."  
**HR Director**

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# my360plus for the high-performance leadership journey

“ Easy to use, well researched and gives excellent feedback for the report recipient to use to positively develop their leadership skills. ”

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## New generation my360plus fundamentally changes feedback

Based on a proven leadership model, my360plus solves the difficulties of standalone reports, and introduces unique 'new generation' features with continuous learning and social feedback.

With over 20,000 users benefiting, including leading brands like Virgin, ITV, HSS and Henley Business School, now's the time to upgrade to my360plus.

## my360plus: more than just feedback

**my360plus:** the learning and development tool which improves the capabilities of individual leaders

**my360plus:** the talent discovery tool that reveals the strengths that already exist

**my360plus:** shows where your leadership and performance gaps are, in people and teams

**my360plus:** the business tool that builds a culture of learning and continuous improvement

## my360plus: so easy it almost runs itself

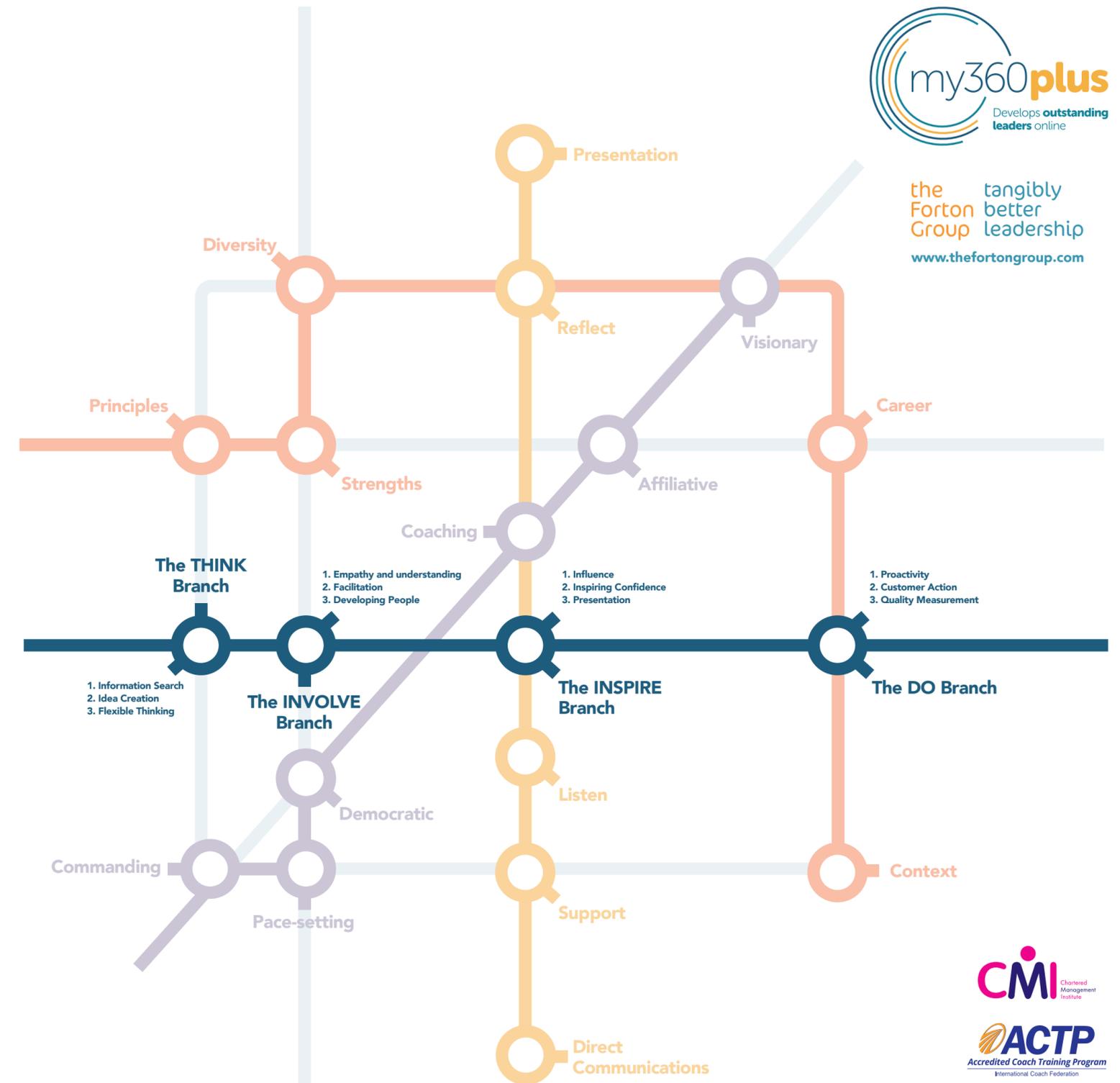
We don't charge set-up fees and we partner with you to deliver your programme.

We can supply a dashboard for larger projects so that, if you want, you can run your own programme:

- Plan your roll-out
- Track progress on survey completion
- Monitor feedback
- Manage people's development goals
- Set up coaching programmes



# The Leadership Routemap



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