

FMI 360° Feedback



FMI 360° Feedback

- Web-based 360° survey tool
- Feedback available from multiple raters
 - Self
 - Managers
 - Direct Reports
 - Peers and/or Clients
- Customized reports



Key Features

- Customizable
- Easily accessible—online
- Setup specifically for company
- User-friendly administration
- Data for research
- Participants can enter their own information
- Automated reminders and updates
- Create your own questions or use FMI's survey library

Benefits to Organization

- Increased focus on customer service
- Promotion of teambuilding and teamwork
- Creation of a high involvement workforce
- Impact of leadership growth on bottom line: profit and people
- Detection of barriers to success
- Identification of performance thresholds
- Definition of core competencies

Benefits to Individual

- Grow professionally
 - Areas of strength to leverage and grow
 - Areas of challenge to develop and improve
- Serve as motivation for change
- Identify performance gaps and blind spots
- Open constructive dialogue with raters
- Build trust
- Timely feedback
- Morale improvement

Benefits to HR Departments

- Identify training and development needs for individuals and groups
- Minimal administration time
- Low entry costs and low report costs
- Customizable and allows for company logo
- Fully Automated- Once launched the survey runs itself and notifies participants throughout the process
- Builds essential feedback to leaders throughout the organization
- Data is downloadable for research

VisionView™ Applications *(1 of 2)*


- Assist in succession management
- Serve as launch pad for coaching
- Build training plans
- Isolate performance in specific category
- Develop and retain next generation employees

VisionView™ Applications *(2 of 2)*

- Measure individual performance
- Track development within specific time period
- Measure productivity
- Assist in team development
- Detect barriers to success
- Measure attitudes and actions against company culture (i.e. values and hedgehog)

Creating a Questionnaire

Building Exceptional Leaders, One At A Time



Navigate to: Questionnaire Summary

Your Home

Instructions

This page displays the questions currently in this questionnaire.

To see the details of a question, click "View" to the


Questionnaire Details:

Questionnaire Name	Leadership Institute Questionnaire v2	<input type="button" value="View"/>
Questionnaire Category	Leadership Institute	
Questionnaire Type	360 Survey	

Question Position	Question Name	Category Name	
1	Creates an environment that supports teamwork. (Resolves conflict effectively, encourages open communication, and supports collaboration.)	Aligning	<input type="button" value="View"/>
2	Behaves in a way that is consistent with his/her stated personal values.	Self-Leadership	<input type="button" value="View"/>
		Developing	

Entering Raters

Building Exceptional Leaders, One At A Time



Navigate to: **Survey Details**

Your Home

1. Survey Basics | 2. Select Raters | 3. Invitations | 4. Reports

Raters:

First Name: Last Name: Email Address: Relationship:

Rater Name	Email Address	Relationship Name	Survey Status	
Gene Kruse	gene.kruse@interstates.com	Self	Completed	<input type="button" value="Impersonate"/>
Dave Crumrine	dave.crumrine@interstates.com	<input type="text" value="Manager"/>	Not Started	<input type="button" value="Edit"/> <input type="button" value="Impersonate"/>
Dave Los	dave.los@interstates.com	<input type="text" value="Peer"/>	Completed	<input type="button" value="Impersonate"/>
Randy				

Instructions

Step 2: "Add Rater" allows you to choose a person to be a rater (after entering their information).

"Impersonate" allows you to take the survey

The Final Report

- Divided into four sections:
 - Category Summary
 - Highest Rated Items
 - Lowest Rated Items
 - All Questions by Category
- Comments for each question
- General comments for each category

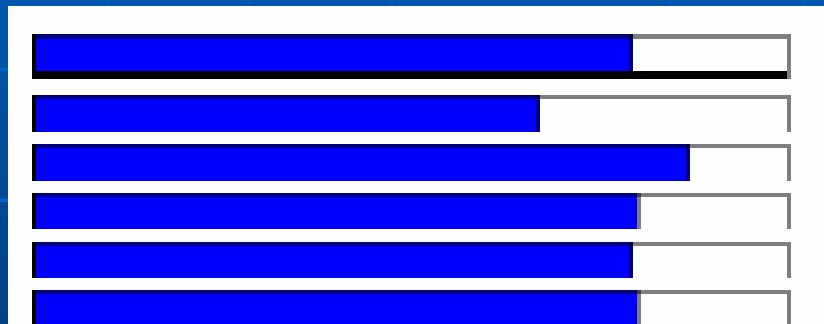
Category Summary

Category Summary

John Doe



1 Setting Direction



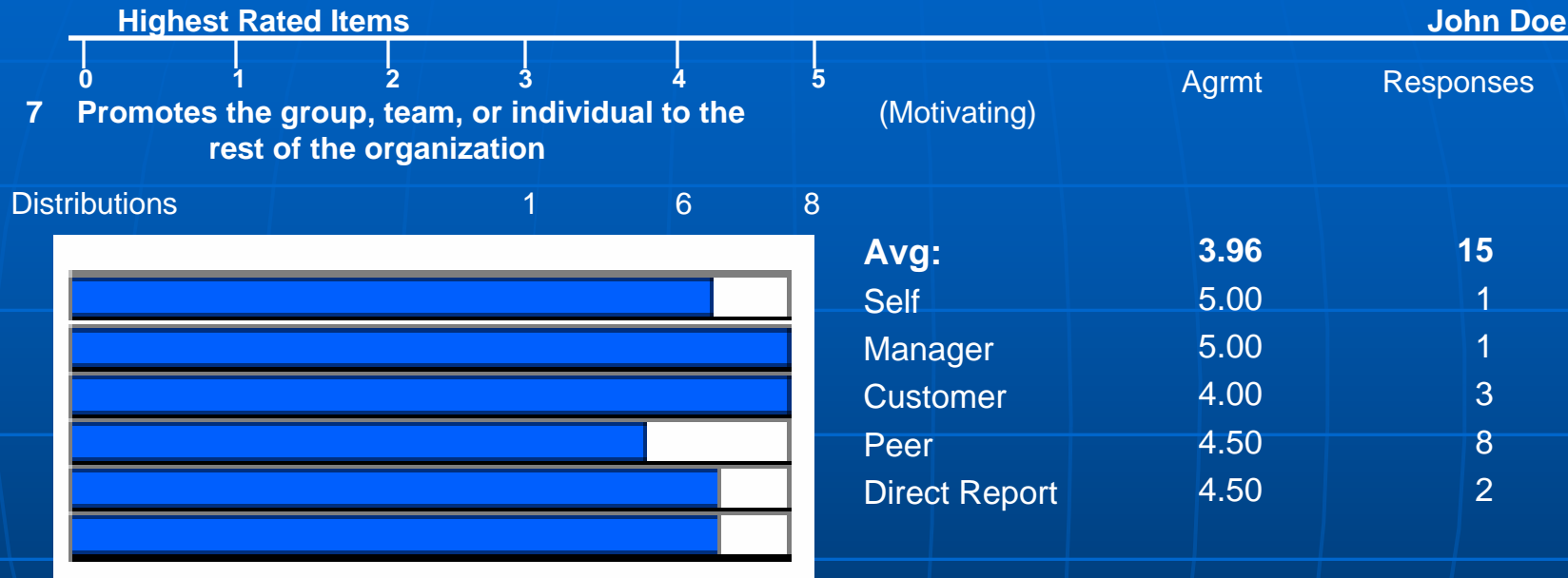
	Agrmt	Responses
Avg:	3.96	15
Self	3.33	1
Manager	4.33	1
Customer	4.00	3
Peer	3.96	8
Direct Report	4.00	2

1 Aligning



	Agrmt	Responses
Avg:	3.91	15
Self	3.33	1
Manager	4.00	1
Customer	3.81	3
Peer	3.91	8
Direct Report	4.25	2

Highest Rated Items



What you appreciate: behaviors or conditions you hope will continue

- John promotes his team throughout the organization. Not always sure that the organization understands what the team is delivering.

What you don't appreciate: behaviors or conditions you would like to see changed or improved.

- Sometimes I want to protect a team member from consequences so I will intervene instead of letting them take their lumps

Lowest Rated Items



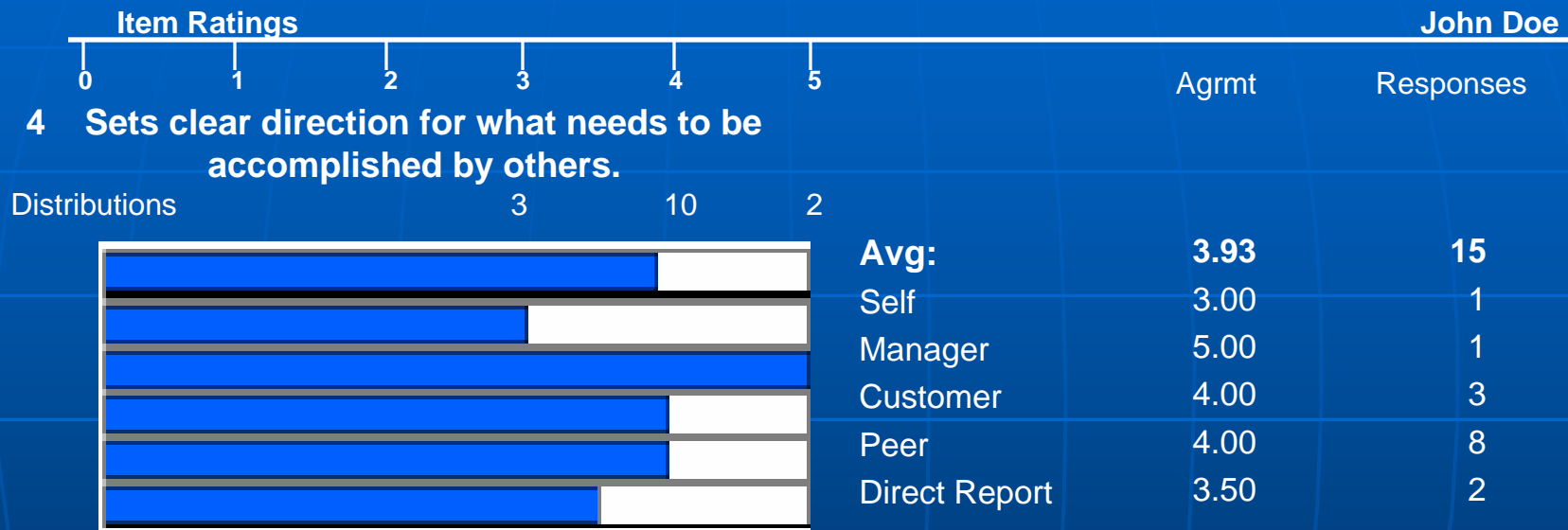
What you appreciate: behaviors or conditions you hope will continue

- I don't have a good understanding of this yet.

What you don't appreciate: behaviors or conditions you would like to see changed or improved:

- He isn't always aware of how his unprofessional actions can hurt others. He should back off on teasing.

All Questions by Category



What you appreciate: behaviors or conditions you hope will continue

- John does an excellent job of guiding the employees. I see the value that he displays in letting his team set the direction and John guides it.

What you don't appreciate: behaviors or conditions you would like to see changed or improved:

- Should think through his ideas better before others have to spend a lot of time working out the details for him.

Additional Comments

What you appreciated: behaviors or conditions you hope will continue

- John knows how to work with different groups and brings them together to a positive ending/beginning.

What you don't appreciate: behaviors or conditions you would like to see changed or improved

- I don't communicate the best. I have the thoughts, but I don't express them well.

FMI 360° Feedback

What differentiates this product?

- FMI history and experience in consulting
- Expert follow-up in consulting and coaching
- Experienced technical support and back-up
- Flexible and adaptable for customization to company's culture, specific departments, targeting specific roles