



## On Performance Management Liberating School Leadership About the 180° Releasing Talent Profiling Tool

- Consider the effectiveness of your interpretation of your school's vision
- Understand your personal impact on others who are critical to your school's success
- Understand the overall impact of clear communication on team performance
- Relationship Management - learn how to appropriately manage members of your team and its stakeholders
- Motivate your team colleagues to achieve success
- Understand the need to be consistent and confident in challenging times
- Explore your leadership style
- Assist in discovering new ways to develop your management and leadership capacity

The 180° tool is an effective, easy-to-use, economic online tool that enables leaders to compare their self perceptions with how others view them. It is made up of 5 questionnaires. The first asks the participant to assess him or herself (**Self Assessment**) against a set of behaviours that research shows are essential to effective leadership in today's workplace. The further 4 questionnaires are for **Observing Reporters**. These are people that the participant invites to rate them against the same behaviours. One of the 4 reporters should be the person's **Line Manager**; a second should be a **Peer**; the other two reporters should be a **Direct Report**, a **Parent**, a member of the **Board of Governors** or other key **Stakeholder**, a **Team Member**, or a **Challenging Colleague**.

People need to trust their leaders and permission them to lead. Self-knowledge is critical to leadership effectiveness but this is only the beginning. The ability to build rapport and to tap into the expectations, aspirations and general 'talent' of others is critical to sustainable success. Building mutuality is essential and of particular importance to senior teams that set the tone and model what is expected of all in an organisation.

The 180° tool allows each school leader to take a look at where they are and build a personal development accordingly. It also provides a collective profile of any given team when all members participate. In short, it provides a full talent picture with supportive feedback at both individual and team dynamic levels. This provides the collective platform from which to focus excellence. A 3 hour Feedback, Review & Reflection session provides the space for this individual profile feedback, review of the aggregated team profile, plus, team conversations around the way forward. When the 180° is used alongside the Kolbe A Instinct to Action Profile – individual and team – the result is a powerful review of where a given team is in its journey, what talent is resident and how this can be both best applied and developed.

**You are invited to contact EquiLearn to know more.**