

360 FEEDBACK BY APPIA



Why the Appia 360 Diag ^{-1/2}

- The most comprehensive assessment that analyses **personality traits, behaviours, values** and **professional skills**
- In a both **self- reinforcing and challenging balance**, with **friendly, visual outcomes** that foster **psychological safety**
- With **reliable results** due to an **algorithm** that offsets grading and cultural biases
- All enabling to peed-up **self-awareness** and to pave the way for **true change**

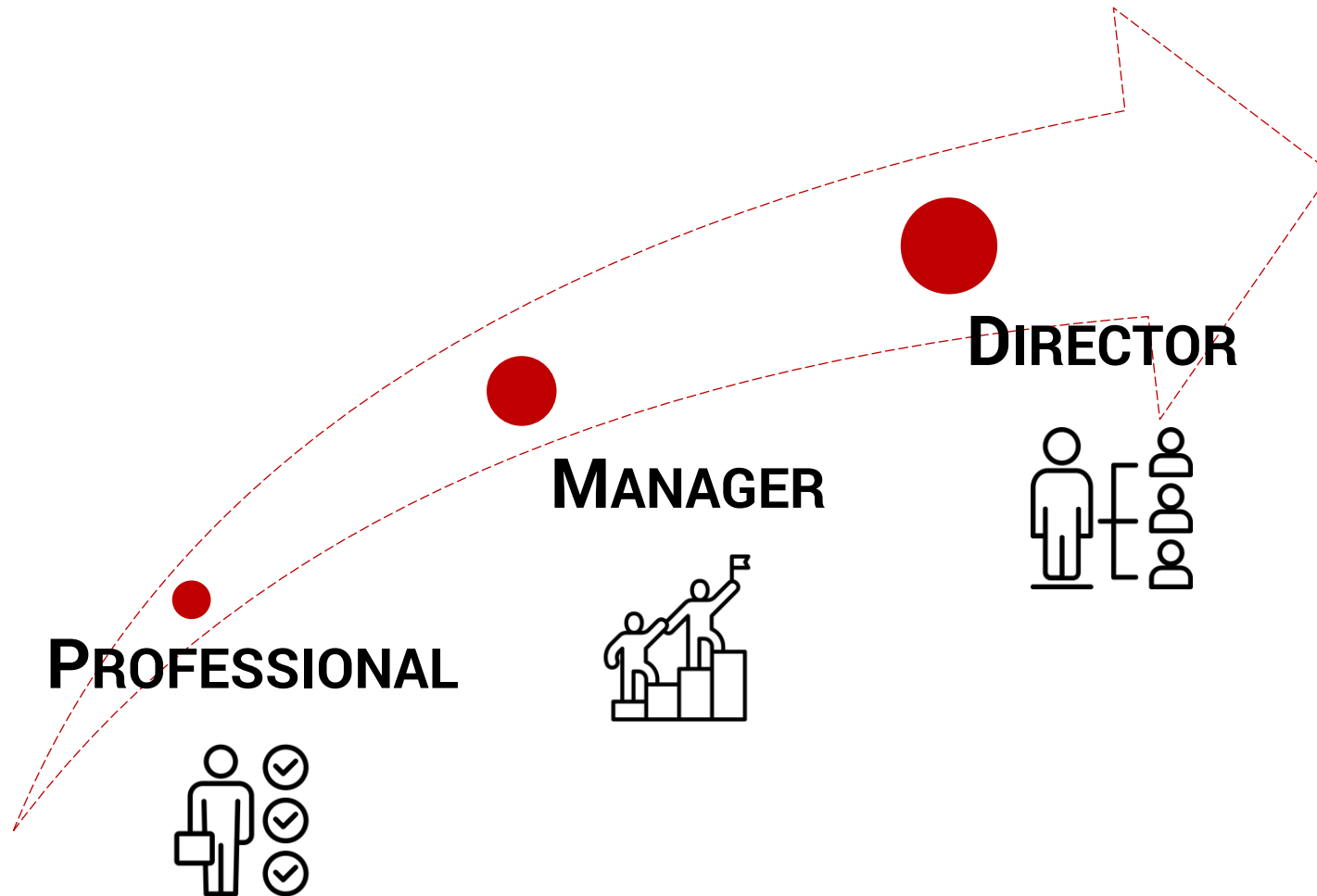




Why the Appia 360 Diag - 2/2

- Grounded on **well-proven psychological approaches** as well as on **world-class managerial** and **leadership** lines of thoughts
- But also fostering **the most up-to-date** features of today's **agile, multi-cultural, inclusive** business world and the latest capabilities of **authentic & transformational leadership**
- Displaying **straightforward notions**, in a **business-friendly** wording
- Proposing **practical, actionable tips** to **smoothly improve** one's practice

The 360 targets the 3 stages of a business career and their required aptitudes



- Business assessment relies on 2 key dimensions
 - **Cognitive skills**
 - **Personal qualities and values**
- On top of which managers and directors are assessed also on their **managerial capabilities**
- Directors are additionally assessed on their **business skills**



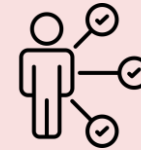
The 360 includes 3 questionnaires to assess managerial and leadership abilities



Management Skills

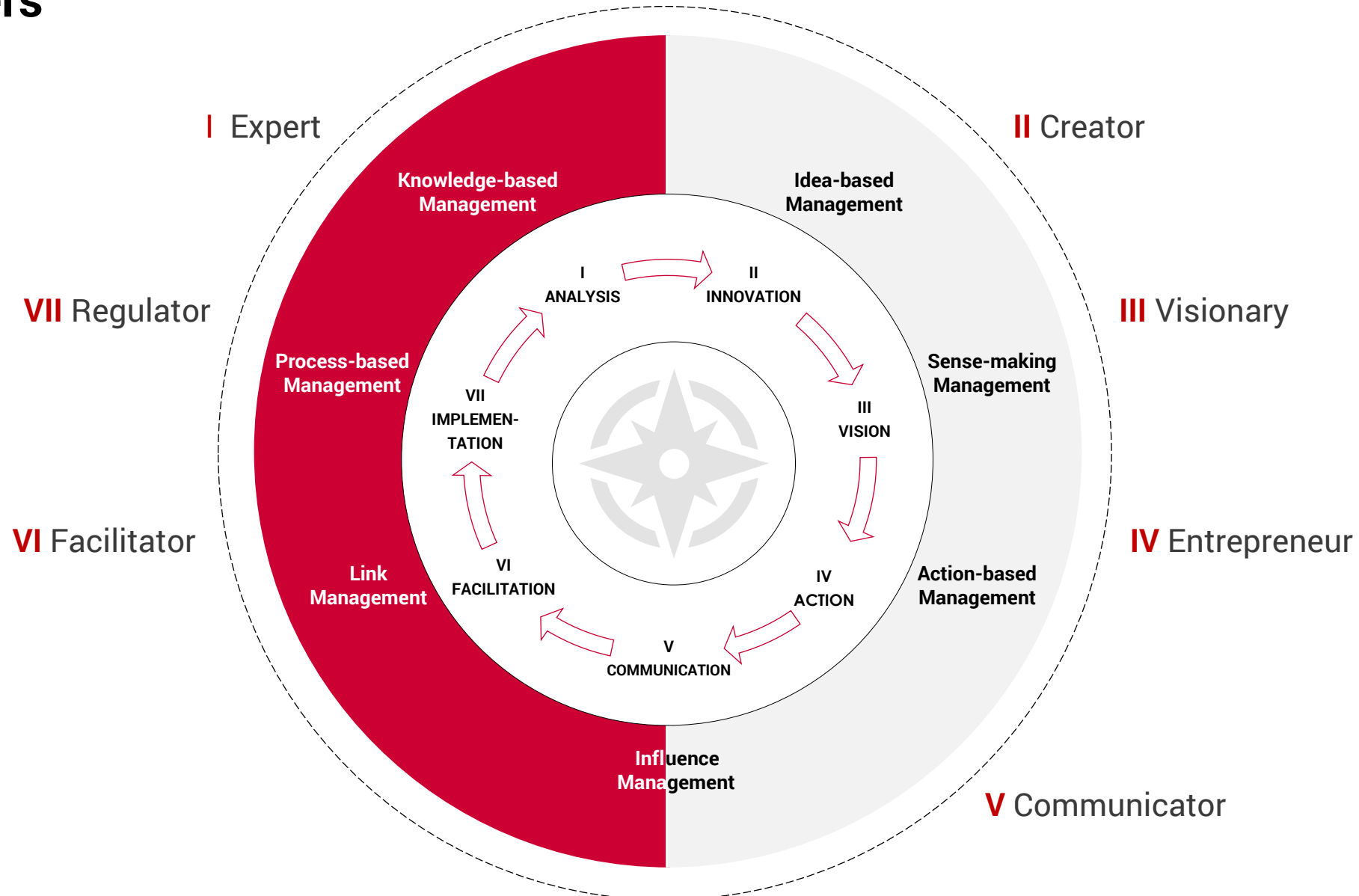


Cognitive skills



Personal qualities and values

The 7 business activities hence design a candidate profile around 7 business characters

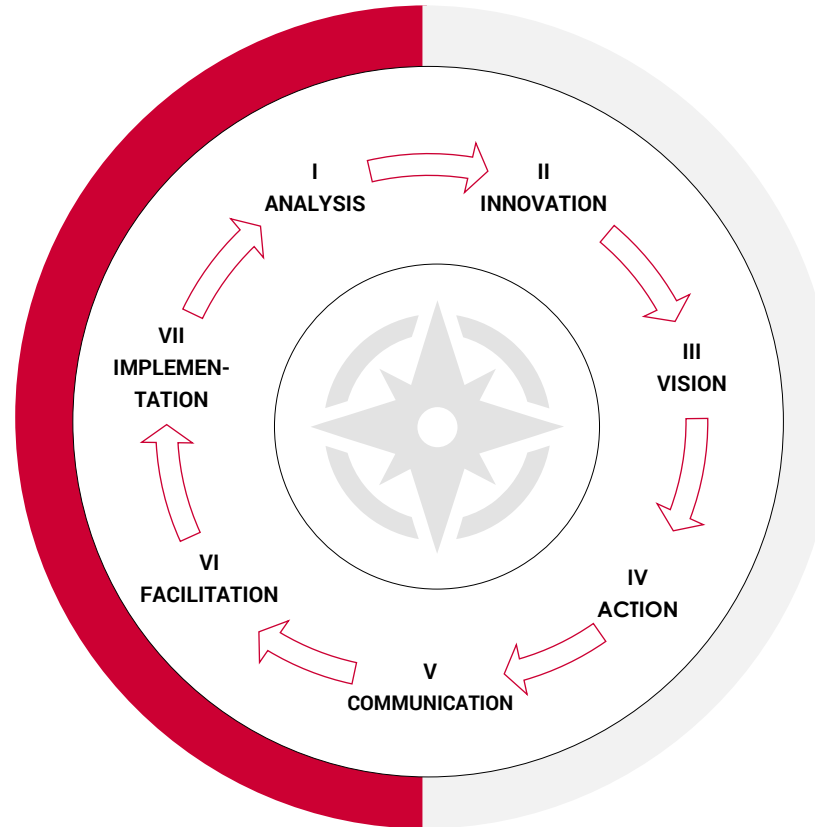


Description of the 7 managerial levers

Knowledge-based Management focuses on knowledge and savoir-faire. It places great importance on past experience and learning. It refers to a Manager who takes a step back, who is calm and firmly grounded in reality.

Process-based Management focuses on results, figures and the disciplined application of rules and methods. It conveys a commitment to meticulousness and respect for the rules and regulations. It includes a strong ability to anticipate risks.

Link Management focuses on the strength of the group as a whole, on belonging, cohesion and solidarity. It places emphasis on the quality of relations between the actors, promoting solidarity, conviviality, pleasure and the effectiveness of collective intelligence.



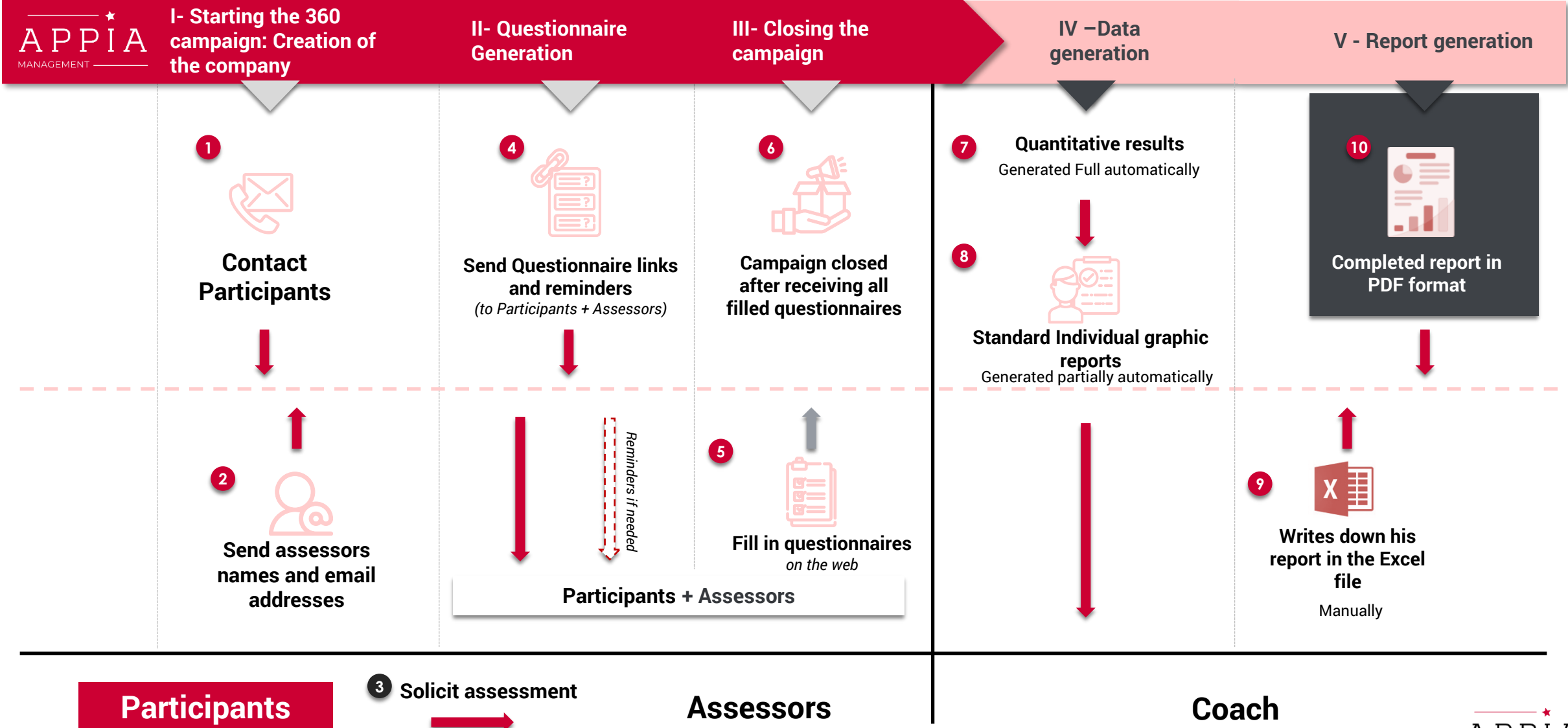
Idea-based Management focuses on innovation. It is expressed through the dynamics of change and movement. It places emphasis on curiosity and openness to the world. It ensures that the organization is 'creative'.

Sense-making Management focuses on a shared vision and the defining of an ambitious project. It is associated with the awareness of having a mission to accomplish, a challenge to take up. It favors the 'why' and the 'what for' rather than the 'what' and the 'how'.

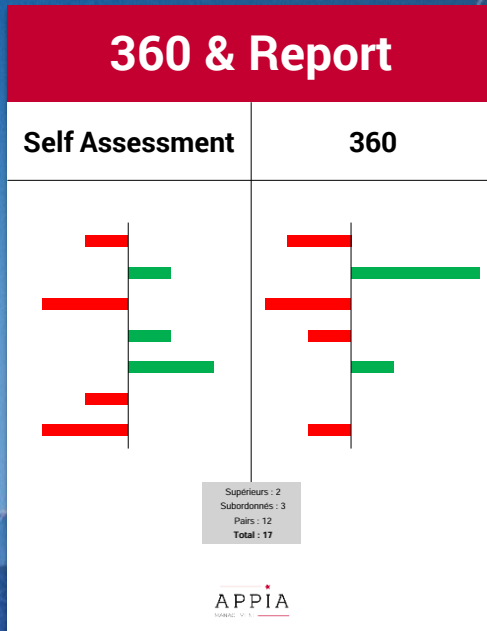
Action-based Management focuses on the 'field'... on operational situations. It entails significant involvement of the Manager in the different activities of the organization.

Influence Management focuses on influential relationships. It prioritizes negotiation and diplomacy. It reflects the Manager's ability to efficiently and effectively use the various media available.

360 feedback - current process to complete the reports



The standard coaching support: 2 individual sessions



01



Individual debriefing **session** by an accredited coach (2h)

Awareness of his/her managerial needs

02



Development plan **session** by an accredited coach (2h)

Based on the 360, design of a managerial **development plan**

Would you recommend this 360 diag to colleagues or friends of yours?

Net Promoter Score® - September 2024

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