



Would you like to increase communication, accountability, personal productivity and teamwork in your organization?

Would you like to further develop your current and upcoming leaders on key competencies important to the organization?



By conducting a 360° feedback survey, you can more accurately measure leadership behaviors and competencies that matter to you and your organization, including:

- Listening, planning, and goal setting
- Teamwork, character, leadership effectiveness
- Innovation, change, motivation
- Or other competencies that you designate

By assessing the perceptions of co-workers, direct reports, and managers on the key competencies you define, valuable information is gathered which will lead to:

- More comprehensive employee developmental plans
- Employees or leaders who are more effective in current roles
- Action plans for those with potential to move up in organization

In addition to individual development, aggregate reporting of all results also provides organizational data which will enable leaders to:

- Leverage strengths and skills that surface
- Ensure alignment of skills that are critical to the organization
- Design more effective coaching and training initiatives

Use our leadership competencies, develop your own, or work with us to establish the key elements that will predict or measure success in your organization.



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A 360° Feedback Survey is conducted by anonymous electronic delivery and provides each employee the opportunity to rate themselves on various competencies, defined by the organization, which are in line with the key behaviors and skills that accomplish the mission, vision, and goals for the organization.

By comparing this data to the ratings given by his or her supervisor, peers, reporting staff members, coworkers, and even customers, an individual develops an understanding of how he or she is viewed by others, and gains tremendous insight on perceived strengths and weaknesses.



Randy Goruk...
is the founder and President of LeadersEdge360.com, a leadership development firm focused on maximizing personal and professional achievement. For over 30 years, Randy has been known for his compelling and inspiring style, and is masterful in executive and leadership coaching that propels each client forward to meet their strategic goals, improve skills and elevate performance.