

> **Dave Phillips** – Executive Mentor and Certified Birkman Consultant

Logic

Clients reported being troubled that traditional 360's were too cumbersome to work with when all they wanted was a few central points for the respondent to work on. They requested a more streamlined conversational process that was totally confidential, ensuring frank and direct feedback.

Description



10 respondents are interviewed for 15 minutes and asked two primary questions:

- 1 What is the subject doing well?
- 2 Where do they need improvement?

Short interviews save management/staff time while getting the most important information providing personalized insight into which behaviors need to be addressed.

The final 360 report on the subject is specifically designed to be brief (under 3 pages) with only the most important issues addressed.

Presentations of the final report are made by Dave Phillips to the subject and their supervisor and in some cases a board.

Using behavioral data (Birkman) to compare to the reported behavior helps determine whether the subject is using Strength or Stress behaviors. Birkman provides research based validated coaching suggestions to get the respondent back to their strength behaviors resulting in sustained change.

** It's important to note that if only one person is reporting a particular behavior or issue it may not be included in the report.

Package & Pricing

10 interviews for data collection (add \$300 per additional interview).

Report findings and recommendations are presented to the subject and their supervisor by Dave Phillips (30 minute sessions each).

Analysis of data – Qualitative interview data is collected, categorized and quantified to achieve numerical measurement of issue intensity. The qualitative data is then summarized and reduced to a final report.

Package Fee \$5500 USD

Birkman Testing with a 2-hour interpretation session and 33 page profile report is included.



Stop Guessing for teams

