

360° Reviews

BETTER PERFORMANCE REVIEWS THAT EMPOWER EMPLOYEES.

Alan Harnum, Gerold Grison, Kanyika Yorke, Melanie Hope, Laura Penny



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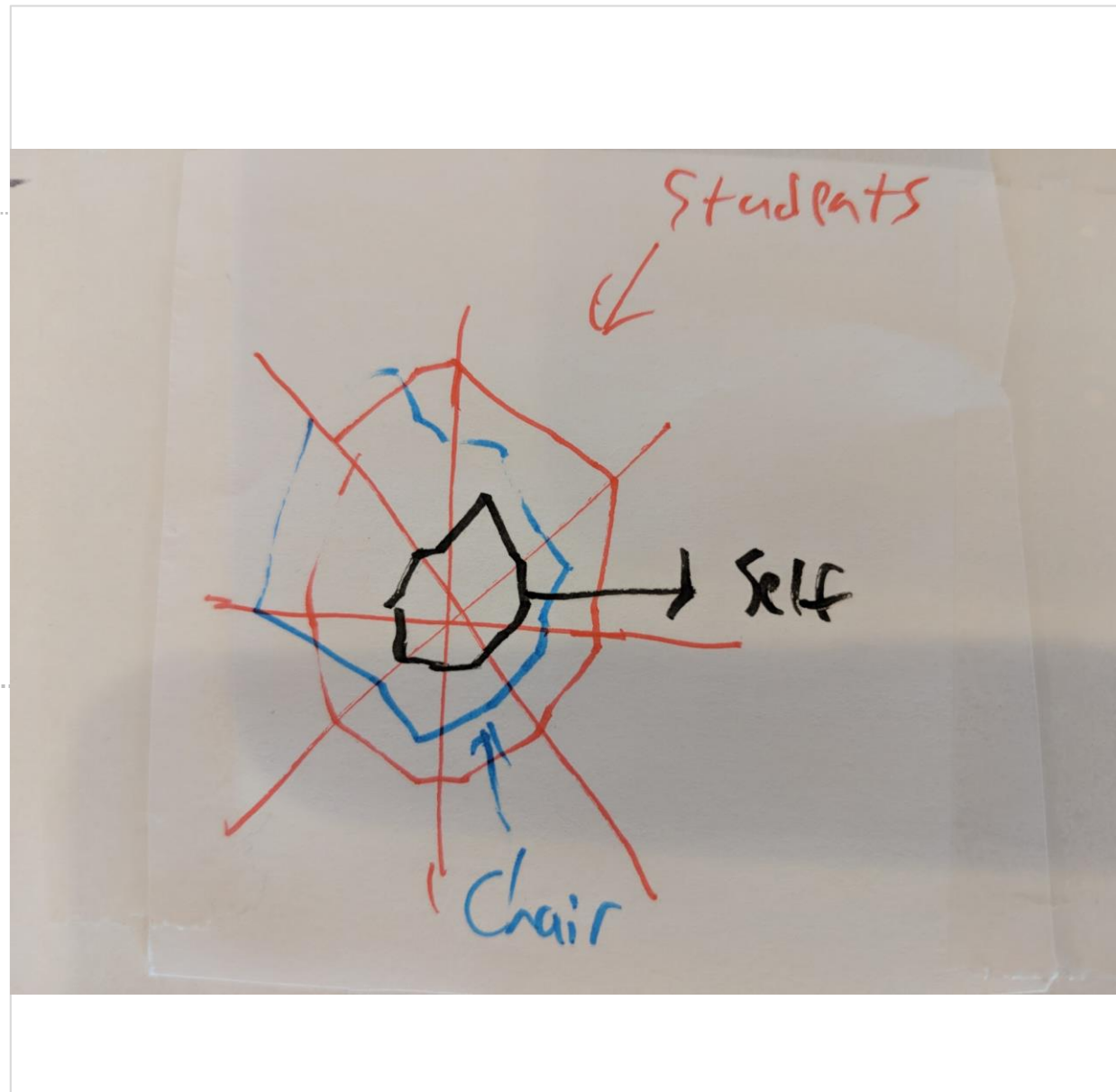
The Big Idea

More Useful Reviews

Get feedback from many directions – peers, supervisors, direct reports. Have a more comprehensive sense of performance and self.

Impact

Increase employee satisfaction. Increase quality of information in the employee review process.



Empowering Process

Empower employees for growth & higher productivity by improving feedback of reviews and making everyone a contributor to reviews, not just a recipient.

WHY

The Opportunity

TRENDS



- Organizational Transparency
- Flattened Hierarchy
- Workplace Democracy

NEEDS



- Constructive Self-awareness at All Levels
- Feedback to Superiors About Leadership
- Employee Retention
- Transparency & Trust
- Bottom-up Processes for Institutional Improvements

The Experiment

Hypothesis:

If we develop a multi-level, single rubric for the 360° review process, then we will see a gradual increase in employee key performance indicators as part of a wholistic approach to improving employee growth, job satisfaction and retention.

+ The Ask:

- Time: Human Resources Coordination.
- 3 Managers
 - Supervisors
 - Peers
 - Direct Reports

+ **Measurements:** Survey all participants. Likert Scale response to questions like “This review process would help me grow as an employee”, “This review process would foster and build empowerment”, “This review would process would increase job satisfaction.” Also include opportunity for unstructured feedback about process.

Thank You.

