

# 360 Degree Feedback



Never before have organizations been in the midst of such a dynamic and competitive environment. To ensure that your organization adapts and succeeds, it is critical that you can easily identify, assess and develop the leaders you need to compete right now!

Whatever your objectives, Questar's 360 degree feedback services can provide you with the tools and expertise you need to help your organization meet them. Whether it be to develop sound retention and succession planning strategies; evaluate performance gaps among managers in order to design training courses; or support a leadership development program, Questar can help you.

**Questar Technology:** Our universal on-line survey platform allows for the quick deployment and management of 360 degree feedback projects. Tailoring the look and feel to match with your organization's branding is easy. Questar's highly flexible technology can accommodate the functionality you need to successfully manage your 360 degree feedback program(s).

**Global Capabilities:** Questar's global survey services span 85 countries. We translate and administer on-line and paper-based surveys and reports in over 50 languages including complex, character-based languages.

**User-Friendly and High-Impact Reports:** Questar's reports help participants easily identify their strengths and opportunities for improvement so they can effectively take action on their results.

**Coaching and Action-Planning Assistance:** We provide telephone feedback coaching, development guides, and an on-line action planning tool to help your leaders understand their areas of opportunity and develop action plans to implement change.

**Mini-Survey Follow-up Program:** The mini-survey program complements a full-scale 360 degree feedback program by providing a mid-course individualized assessment to track participant's progress on development activities.

**Leadership development via 360 degree feedback isn't an expense - it's an investment.** Questar's programs succeed because we take the time to understand our client's current and future needs. Hundreds of organizations in over two dozen industries have partnered with Questar to achieve their goals. Our status as an industry leader is reflected in the confidence that our partners have in our innovation, quality, expertise, and impact.



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