

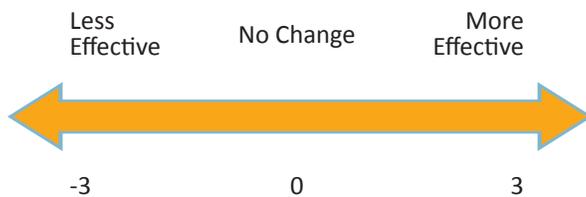
CHECK-UP 360™

360 SURVEY FOLLOW UP

Background

A large multi-national organization conducted a **Revolution 360 assessment** followed by a Check-Up 360 assessment **six months later**.

The organization had been through a major **reorganization** within the previous 18 months of this study. A minimum of **three direct reports** were needed for the manager to receive feedback.



Conclusion

Good leadership development doesn't stop after a 360 multi-rater assessment is completed.

It is also important to hold leaders accountable for development through the use of a Check-Up 360.

Follow-up by these leaders is a key to their effectiveness based both on performance factors as well as the perception of their direct reports.

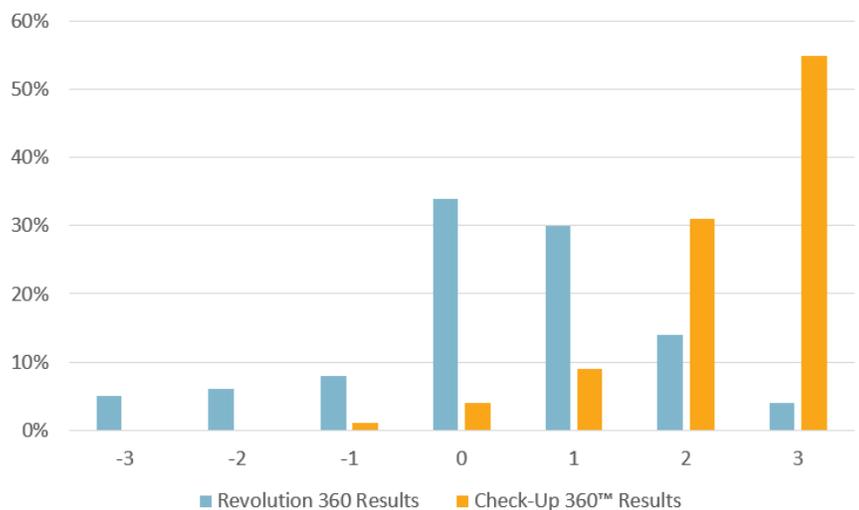
Follow-up Effectiveness Study

After both parts of this study were completed, the results showed that a huge majority of leaders (95%) were now perceived as responding to their direct reports and/or doing at least a "little follow-up." More than half of the leaders (55%) did "consistent" follow-up and approximately a third (31%) did frequent follow-up. On the other hand, only 5% did little or no follow-up, showing that those who commit to follow-up are perceived to be better leaders.

It is possible that some leaders in the "no response/ no follow up" category had so little impact that direct reports did not remember it six months later. However, in leading people, impact is not determined by what leaders think they said, impact is determined by what direct reports hear.

A population of 8208 direct reports answered questions about how well 2194 leaders followed up with them on the results of their Revolution 360 assessment. This chart represents their perceptions of the leadership effectiveness of those leaders distributed by how frequently they did follow-up.

Connection Between Leader Effectiveness and Follow-Up



No response/No follow-up

Consistent follow-up