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October Business Month CORP
Breakfast Event

CORP 360 Degree Profiling

Upcoming CORP Workshops:

- Darwin
- Alice Springs
- Katherine



Unleash the Lion Within – *Hunt Your Dreams!*

Thursday, 19th October 2017, 6.30am – 8.15am

CORP Workplace Solutions invites you an energetic breakfast event to awaken your inner-animal. Bring your hopes, dreams and goals along on the hunt for success and adventure! **Ready—Set—Live!**

Thursday 19th October, Central Darwin (TBA). Registrations opening soon via the OBM Events Calendar (www.obm.nt.gov.au) or email CORP at corp@corp.org.au

october
BUSINESS
month 2017



Degree Feedback – Employee Surveys & Profiling Tools

According to the experts, 360 degree feedback (or multi-rater feedback) is a fundamental element in best-practice performance management.

In fact, the Performance Management Standard, indicates that gathering feedback from individuals other than an employee's manager to assess performance is a best practice related to goal setting/management.

360 degree feedback is a method and a tool that provides each employee the opportunity to receive performance feedback from his or her supervisor and four to eight peers, reporting staff members, co-workers and customers. The rated areas are also responded to by each individual in a self assessment.

360 degree feedback allows each individual to understand how his effectiveness as an employee, co-worker, or staff member is viewed by others. The most effective **360 degree feedback** processes provide feedback that is based on behaviours that other employees can see.

The feedback provides insight about the skills and behaviours desired in the organisation to accomplish the mission, vision, and goals and live the values. The feedback is firmly planted in behaviours needed to exceed client/customer expectations.

The purpose of the **360 degree feedback** is to assist each individual to understand his or her strengths and weaknesses, and to contribute insights into aspects of his or her work needing professional development.

Advantages

“While self-assessments give the employee a voice in the performance appraisal process, 360 degree reviews help managers and employees better understand strengths and weaknesses as perceived by peers, team leaders, mentors, subordinates, or even external stakeholders, such as customers and suppliers. Substantiating feedback with input from multiple sources not only makes it more objective, it increases the impact by making it easier to identify areas that need development.”

“Strong talent management is built on effective employee performance management practices. Anything less can have a major impact on your employee engagement and development efforts, your sustainable competitive advantage in people, and corporate performance”.

Benefits...

A professional **360 degree feedback** survey can produce enormous benefits, for the individuals taking part and for the company which employs them. The major benefits of **360 degree feedback**, compared with other forms of assessment and appraisal, are:

for the Organisation

It reinforces the link between the competencies, behaviours and values required for a job and performance.

- It supports a performance culture
- It provides in-depth data (qualitative and quantitative feedback), such as comparative data on a departmental basis

- It provides employees with a better understanding of their strengths and weaknesses and a sound basis for development planning and performance improvement
- It generates commitment to development
- It involves people with different perspectives, in different roles and at different levels
- It provides a fair and transparent process that will encourage an open culture that values feedback
- It helps identify top performers

for the Individual

Involvement in a carefully run **360 feedback survey**:

- Provides an opportunity to find out the opinions of the people they work with and compare them with their own opinion
- Means feedback is more likely to be accepted as it is coming from a variety of sources
- Can improve the dialogue between appraisee and Manager
- Encourages increased self awareness and a focus on personal development
- May lead to increased job satisfaction and feeling valued by the organisation
- Can improve team working, by raising awareness of how others perceive individuals as a contributor to the group.

Referenced from AHRI Blog

Call CORP today for assistance with our online 360° Feedback Surveys & Profiling Tools for your organisation – (08) 8941 5661

CORP can also deliver one-on-one Coaching for post-360° employees – request a call back from a CORP consultant [here](#).



Book your place in any September 2017
CORP Workshop
by 7 September 2017
and receive a >>>

Note: offer does not apply to CORP Talks

DONT MISS OUT ON THIS GREAT OFFER!

\$50
DISCOUNT

For further information,
or to register for a
CORP Workshop,
contact:

Darwin (Head Office)

P. (08) 8941 5661

F. (08) 8941 0746

corp@corp.org.au

www.corp.org.au

Alice Springs

(08) 8953 4225

easaalicesprings@easa.org.au

Katherine

(08) 8941 5661

corp@corp.org.au

Full Day Workshops

8.30am – 4pm

\$265* per person

Lunch & Refreshments

included

Half Day Workshops

8.30am – 12noon

\$140* per person

Refreshments included

CORP Talks

\$39* per person

ONLY 16* PLACES

**AVAILABLE FOR EACH
WORKSHOP — get your
registration in early!**

Workshop Locations

Darwin

Level 2 Highway Arcade,

47 Stuart Highway

Stuart Park NT

Alice Springs

Locations in town centre:
confirmed upon booking

Katherine

Regional Training Centre

19 Second Street

***Katherine conditions:**

\$285pp for full day

\$175pp for half day

\$45pp for CORP Talks

Maximum **10** participants

Darwin

6 September **Having Difficult Conversations —
for Leaders** **Full Day**

12 September **Communication – Learn to Respond,
Not React** **Full Day**

19 September **The Neuroscience of Leadership** **Half Day**

20 September **Healthy Gut-Healthy Mind — *CORP Talk!*** **One Hour**

ALICE

*Limited places available in Alice Springs CORP workshops —
please book early!*

14 September **Vicarious Trauma & Managing Stress** **Half Day**

KATHERINE

*Limited places available in Katherine CORP workshops —
please book early!*

20 September **Appropriate Workplace Behaviours** **Half Day**