

VOICES ARCHITECT

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VOICES ARCHITECT: Feedback Facilitation and Coaching

WHAT ARE THE BEST PRACTICES FOR CREATING AND DELIVERING CONFIDENTIAL, TIMELY AND ACCURATE 360° FEEDBACK?

Purpose:

VOICES® is Lominger's research-based and experience-tested solution for delivering 360° feedback that helps career-minded people to succeed. VOICES® uses Lominger International's LEADERSHIP ARCHITECT® Competencies (characteristics generally considered beneficial to career success) and/or Career Stallers and Stoppers (characteristics generally considered harmful to career success) as the foundation by which important development plans are created. Equipped with best practices for implementing VOICES®, you will be able to facilitate constructive and meaningful 360° feedback for all levels of your organization.

Objectives:

- Discuss the theory, use and best practices for 360 feedback
- Describe how learners and raters will use the VOICES® online survey system to provide feedback
- Describe and accurately interpret a VOICES® feedback report
- Provide coaching to feedback receivers at level one or better
- Plan a learner feedback session
- Help a learner determine priorities for near term and longer term performance improvement and career development
- Implement a VOICES® program in your organization that is aligned with competencies and HR systems
- Explore proven methods to implement a 360° Process in your organization

Result:

Attendees will be equipped with the skill set needed to facilitate the entire 360° feedback

WHO SHOULD ATTEND?

Practitioners who will provide 360 feedback and development planning in their organizations. Professional coaches implementing the Lominger VOICES® tool, and other professionals involved with facilitating the feedback process. Appropriate for all levels.

ADDITIONAL INFORMATION

Registration for this certification must be received several WEEKS IN ADVANCE to generate accurate feedback for each attendee

COURSE MATERIALS:

Sample VOICES® report with exercises,
Your own VOICES® report, Career Architect Development Planner Book, FYI For Your Improvement™ Book, The Leadership

Machine Book, 100 Things You Need to Know Book, 50 More Things You Need to Know Book, Research and Interpretation Guides, Career Architect Placemat, Broadband Talent Management Book and Coaching Guide.

Registration Fee:

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