



SurveyOnline 360 Feedback


Follow-up Report 2

for:

Seth Richards

Printed

4/24/2012



SurveyOnline
Follow-up Report

Individual: **Seth Richards**

Total Responses: **11**

Since this person started participating in the Leadership Development Process several months ago, has he/she discussed with you what he/she learned from the feedback?

Yes **81.8%**

No

Please indicate the extent to which this person involved you in the development process by sharing or discussing his/her development targets with you and inviting your ongoing input.

	1 No Involvement	2	3 Little Involvement	4	5 Moderate Involvement	6	7 Frequent Involvement		Average
Manager						1			6.0
Colleague				1	1	2	1		5.6
Direct Report					1	2	1		6.0
Self						1			6.0

1. treating people with respect.

	-3 less effective	-2	-1	0 no change	+1	+2	+3 more effective	No Information	Average
Manager						1			2.0
Colleague				1	1		3		2.0
Direct Report					1	2	1		2.0
Self						1			2.0

2. become a better coach and mentor.

	-3 less effective	-2	-1	0 no change	+1	+2	+3 more effective	No Information	Average
Manager							1		3.0
Colleague						1	2	2	2.7
Direct Report						3	1		2.3
Self						1			2.0

SurveyOnline

Follow-up Report

Individual: **Seth Richards**

Total Responses: **11**

How would you rate any changes in this person's overall leadership effectiveness?

	-3 Less Effective	-2	-1	0 No Change	+1	+2	+3 More Effective	Average
Manager						1		2.0
Colleague					3	2		1.4
Direct Report						4		2.0
Self						1		2.0

Comments

What has this person done in recent months that you have found particularly effective?

From: Manager	Seth has done a great job of mentoring and coaching his staff. He is setting a good example of a leader and changing their behavior to be more appreciative of the other departments.
From: Colleague	Seth involves all relevant stakeholders in decisions and is genuinely thankful for their contribution
From: Colleague	Seth has become much more effective with open communication. He also has moved individual perceptions in a positive direction past old impressions by regularly checking in and asking people how he is doing.
From: Colleague	he continues to improve his leadership skills and the positive impact that has had on his crew, and he is becoming less angry.
From: Colleague	Being more respectful and non-confrontational while others are talking. Holding his staff accountable for actions and behaviors.
From: Colleague	Decreased showing negative body language like eye rolling. Seems to be listening more, not cutting people off.
From: Direct Report	Better listening skills and taking more time to coach.
From: Direct Report	Encouraged me to include stakeholder I had not considered in the development of a program.
From: Direct Report	He has seeked input from his stakholders, which I hope will help him be a better leader.
From: Self	Meeting with my department - makes for respect, better listener and holds people accountatable.

Is there one thing you would like him to do differently?

From: Manager	There have been a few times where Seth will fall back into his old style. I don't think he is aware of it when it happens. He needs to realize when it's happening so he can control the situation. Having said that, Seth has become a much more effective leader both in the company and the industry
From: Colleague	Seth has become very cautious and careful in what he says. I would like to see him at a point where he is still cosidered respectful but able to be himself.
From: Colleague	I don't know whether Seth has really taken these changes to heart, or whether he is just working on appearing more respectful. The one thing I'd like him to do is show more common courtesy and respect to his fellow managers in terms of the role they serve - in the last month he has left them out on issues that they should have been in the loop on.
From: Colleague	not let any disappointments become more important than his successes.
From: Colleague	focus on the future and not worry about the past
From: Direct Report	No, his progress is great.
From: Direct Report	In the event of a concerning situation I would like to see Seth seek factual information, as opposed to jumping to missinformed conclusions.
From: Self	no