

MANAGERview360[°]



University of Sunderland chooses ManagerView360[°] to supplement its development programme

BACKGROUND

The University of Sunderland is an innovative, forward-thinking university, with high standards of teaching, research and support. The institution has strong links with industry and business, and works closely with some of the world's leading companies. The University knows that its people are its greatest asset and that is why it places such importance on their development. It has created an environment in which staff are highly valued and motivated and is committed to providing personal development opportunities.

With this in mind, the University called upon the expertise of our consultancy client, The Blue Water Partnership, to facilitate a development programme for some of its managers. Since its inception in 2000, The Blue Water Partnership has maintained an exclusive focus on the development of leaders at all levels.

TOOL AND APPROACH

For this programme, ConsultingTools' ManagerView360[°], which is part of a suite of off-the-shelf 360[°] feedback assessment tools, was used. ManagerView360[°] assesses twenty critical managerial competencies required for effective leadership and management. This is based in four specific areas:

- Leadership/Performance Management
- Interpersonal
- Communication
- Problem Solving

ManagerView360[°] is a comprehensive and rigorous tool for the in-depth report of strengths and developmental needs. It is aimed at supervisory, middle to senior managers who would prefer a more detailed analysis and development tool.

The University of Sunderland wanted to use this 360° feedback tool to augment the leadership development programme and to measure the latter's impact. Coaching sessions on were held for two key people within the University. These sessions included advice on preparing the participants for the 360° process and debriefing the results at the end of the programme.

OUTCOME

Following the success of the overall development programme, the University of Sunderland has planned further use of 360° feedback in the future.

Commenting on ManagerView360° and ConsultingTools' management of the 360° process, Gordon Roscoe, of The Blue Water Partnership, said:

'There is a good structure to the product, coupled with helpful advisory service and flexibility in the presentation of the final 360° feedback reports.'

