

You open a drawer and pull out an old 360° feedback report. You remember finding it interesting at the time, but has anything changed?



LaL's 360° feedback is different. It's a high-impact blend of open-ended qualitative interviews, expert analysis, and powerful debrief that fosters lasting insight, clarity, and motivation *by design*.

Experience An Ultra Personalized Feedback

Many 360° feedback assessments rate you on a set of pre-determined skills or competencies. This might be sufficient early in your career, but if you're a seasoned leader navigating a complex web of responsibilities and relationships, you need concrete, nuanced feedback that's tailored to you.

LaL's 360° gives you specific, actionable feedback on how you are showing up for the people and projects that matter most.

See The Forest AND The Trees

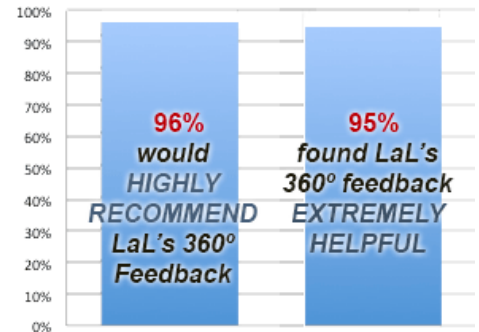
Some 360° feedback reports are dozens of pages long, the result of complicated analytical instruments, yet the *message* isn't clear. Qualitative feedback is often relegated to an "Anything Else?" section where you're left to make sense of a variety of out-of-context comments.

LaL's 360°'s combination of purely qualitative feedback and expert thematic analysis results in a truly powerful end-product: a clear picture of where you are in your development as a leader with enough detail to make it meaningful and *real*.

Shift From Obligation To Inspired

It's natural when reading through a feedback report to go quickly – skimming through comments that you've "heard before", dismissing those that you disagree with and not really integrating anything new. Even when you earnestly want to grow, it's easy to internalize your feedback as a list of "shoulds" that you need to power through.

Real growth requires an emotional connection to the content, not just an intellectual one, which doesn't happen quickly or by "powering through". LaL's coach-facilitated 360° feedback debrief is a deep dive designed to help you connect with the underlying dynamics that drive your behavior in order to truly own your next level.



"This feedback digs a level deeper and reveals the issues that lie underneath the surface."

Marco Goense
RESERVOIR MNGMT CONSULTANT
CHEVRON GLOBAL UPSTREAM & GAS

"The coaching helped tremendously to analyze the feedback - and not avoid what would have been convenient to overlook."

George Judd
PRESIDENT and CEO
BLUE LINX CORP

"The skill of the feedback gatherer and the depth of the coaching make LaL's feedback unique."

Harold Stowe
CEO
CANAL INDUSTRIES

SUPERCHARGE YOUR DEVELOPMENT

Learning as Leadership's 360° Feedback process is available as a stand-alone service or as an integral component of the LaL suite of programs. If you're looking for a true "revolution in your evolution," consider combining 360° Feedback with our **Personal Mastery seminar** or our comprehensive **Ego Free Leadership graduate program**.



SELF-ASSESSMENT CALLS

1-2 calls before the interviews

An experienced LaL coach guides you through a self-assessment, helping you define developmental priorities and determine whose feedback would be most valuable.

IN-DEPTH INTERVIEWS

Happening in the background

Your 360° Feedback Specialist interviews your strategically-selected "feedback partners", supporting them to clearly articulate your strengths, weaknesses, key business challenges and team dynamics.

COACHING CALLS

Happening in the background

Your 360° Feedback Specialist synthesizes the rich content from multiple interviews into digestible behavioral themes while keeping the verbatim comments intact.

COACHING CALLS

6-10 Coaching calls

Your coach guides you through your feedback, helping you connect with what truly matters and find the motivation to change.



Learning as Leadership

292 Red Hill
San Anselmo, CA 94960

Tel 415.453.5050
Fax 415.453.5160

contact@learnaslead.com
www.learnaslead.com