

A Unique Focus for the Ultimate Team Performance





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Think about your current team:
What does peak performance
look like for them?



Is a 360 currently part
of your company
performance training?

Yes

No

How do you use the data your 360 provides?

- Increase Self- Awareness
- Creating a culture of openness
- Empower leaders and employees with knowledge of areas for improvement

What are you looking to learn from your 360?

- Growth areas for leaders and managers
- Do perception gap analysis between feedback and self-review
- Create action item addressing the gap

Are you getting the best return on your effort and system?

Right now, what are your team's greatest challenges?

- Talent retention
- Leadership Development
- Engaging the workforce
- Attracting top talent

Increase self-awareness of team and organization



How impulsive is your team?

Discipline:
the ability to stop and think
before responding or reacting

Anger



Disciplined



When do you use your 360 results
to build discipline?

Resilience:
the ability to recover from
or adjust easily to
change, stress and misfortune

How resilient are you?

On a scale of 1-10

On a scale of 1-10,
how resilient is your team
right now?

Try

Fail

Erase Emotion

Learn Lesson

Move on



The goal: to get back up to
peak performance in the
shortest amount of time

Resilience



How can you increase your
team resilience?

Focus- concentration, attention

What levels of focus are
most critical for
high performing leaders?

Pin point focus



Concentration



Global focus







Unique solutions
help you create your
optimally performing team





Shubhra Gupta

Performance Management consultant, Synergita

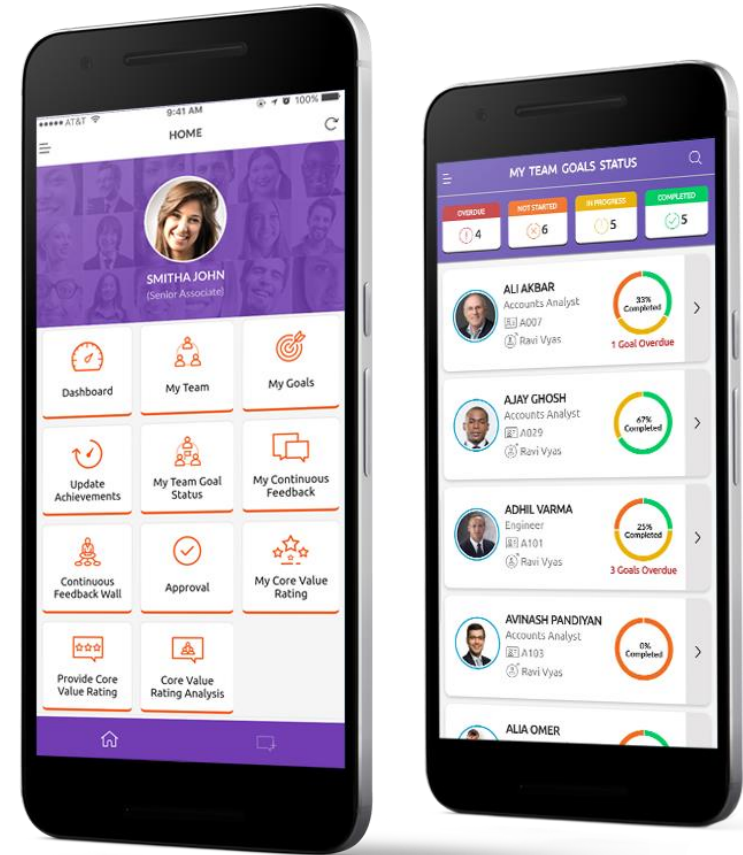
www.synergita.com

Continuous Employee Performance & Engagement Software

150,000 +
Trusted Users

500,000 +
Performance Reviews Conducted

1,700,000 +
Goals & Competencies Managed

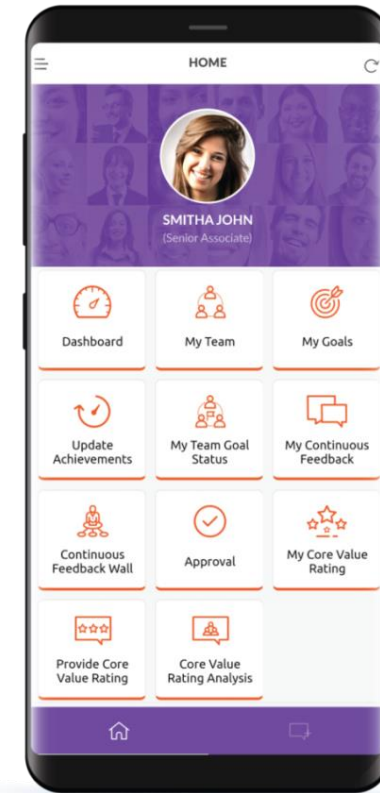


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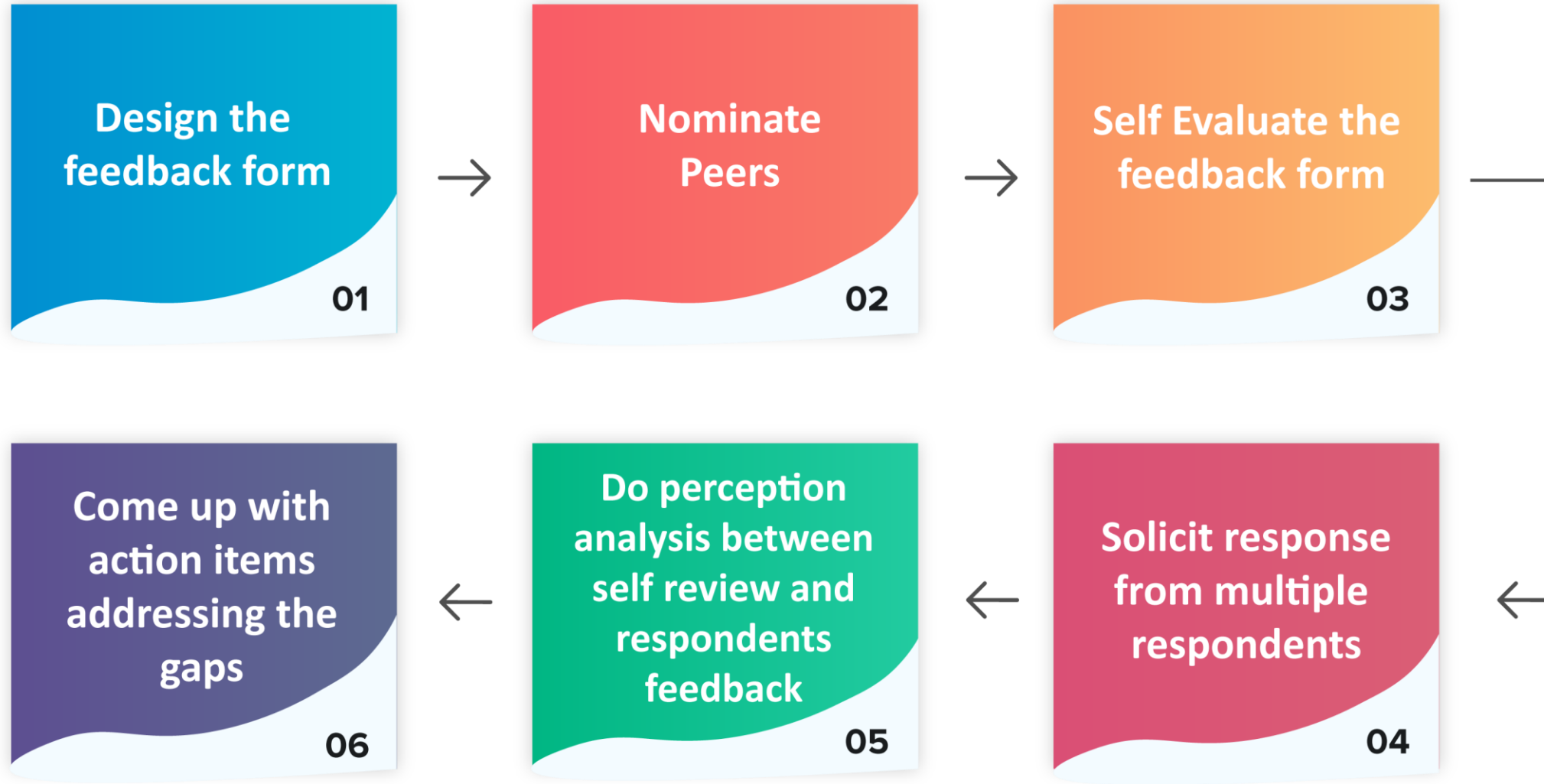




Create peopleMAGIC



Holistic Employee Development



Set as default attribute grade scale: Set as default grade scale for score calculation:

[Choose from Library](#) [Choose from KPI Library](#) [Change Ordinal](#)

[Expand All](#) [Collapse All](#) These are below sample 360 degree feedback questions. [Save All](#) [Publish](#)

DECISION MAKING / URGENCY ✎ 🗑️ ▼

RESILIENCE ✎ 🗑️ ▼

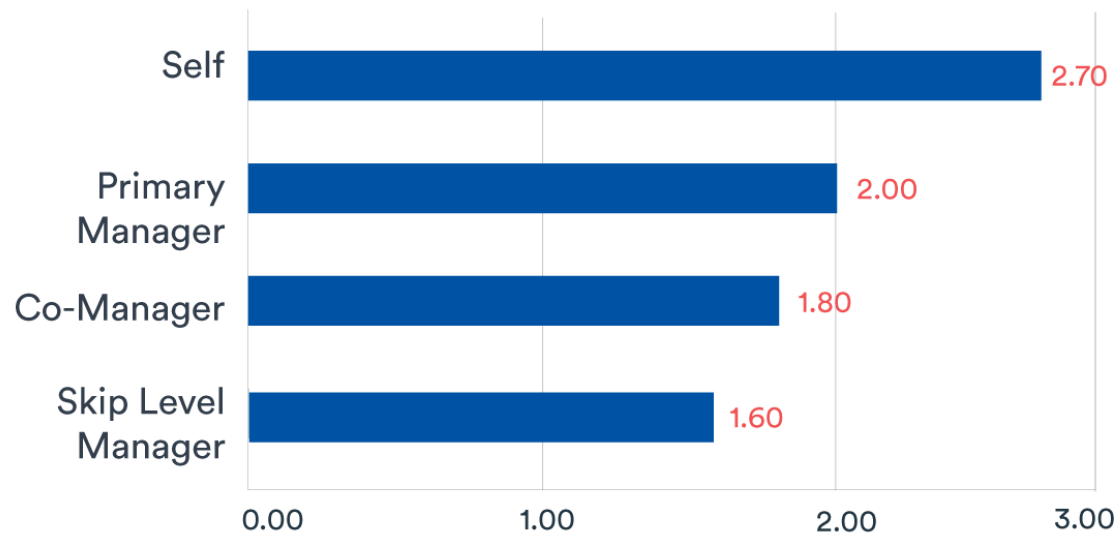
MOTIVATING AND INSPIRING ✎ 🗑️ ▲

[+ ADD SUBSECTION](#) [+ ADD ATTRIBUTE](#)

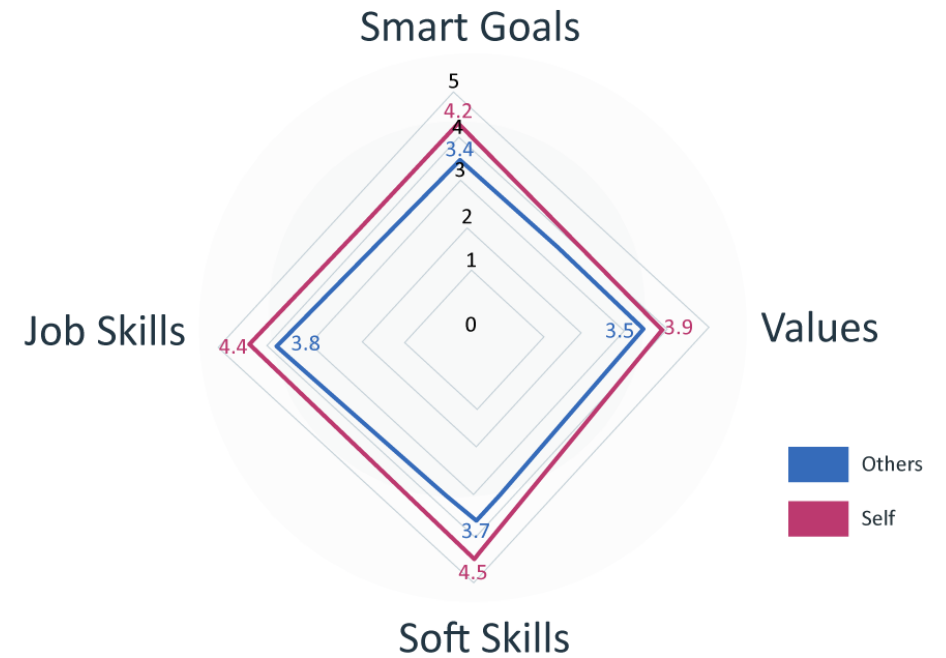
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Grade Scale [✎](#)

Negotiation Skills



Spider Analysis



Make Your Workplace People Friendly

Measure your employee engagement and improve work culture with quick to setup Employee Engagement Surveys.








Setup Employee Surveys Quickly



Get Anonymous Feedback



Get Actionable Intelligence

- 01  **Increase Self-Awareness**
- 02  **Creating a culture of openness**
- 03  **Empowering Leaders and Employees**
- 04  **Engaging the workforce, while attracting & retaining the top talent**
- 05  **It is a great tool to improve your company's culture**



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Thank you