



**MTD360**

**Providing Complete Flexibility For Your  
360 Degree Feedback Requirements**

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## What Is MTD360?



### Complete Flexibility

**MTD360** is a unique programme which enables you to run:

- 360 degree feedback programmes
- Training needs analysis
- Staff surveys
- Skills diagnostics

### Ready To Go Statements or Custom Designed

The beauty of using **MTD360** is that you can select from pre-loaded questionnaires that are ready to use as they are or you can download them and change a few questions here or there or indeed you can build your own from scratch!

**MTD360** provides you with the flexibility so that you can measure **EXACTLY** what you like to whomever you like.

Created by the MTD Training Group, **MTD360** enables you to manage your own 360 degree programmes or we can do them all for you – the choice is yours.

# What Is 360 Degree Feedback?



## What Is It?

**360 degree feedback** is a process whereby staff have the opportunity to receive feedback on their performance from their line manager, their staff, colleagues and even their customers.

It also provides the opportunity for the staff member themselves to take a step back and to provide a self assessment of their own strengths and weaknesses.

A 360 can work very well during the performance management process, staff appraisals, regular one to ones or for gathering training needs.

They are also particularly effective pre and post training events/programmes so that the managers and sponsors alike can see demonstrable improvements in the before and after scores and hence help to provide a return on investment all be it based on competencies and behavioural improvements.

## How Does It Work?

**MTD360** provides the vehicle whereby you can select and customize the exact questions and statements that you would like to receive feedback on and then the people who are chosen to give feedback use the system to rate the person against the specific criteria.

You will never know who exactly has given you what score and hence it provides a true and honest reflection of how they perceive your performance.

After all of your respondents have provided you with feedback a personalised report is generated comparing your own scores to those of your colleagues, line manager and your staff.

## What Can You Measure?

Traditionally a 360 measures competencies and behaviours.

You can also gather feedback on actual hard performance and skills as well.

A competency is a behaviour that is associated with achieving a successful outcome.

You can measure several competencies within your 360 programme and ask for feedback on several statements/questions within each competency.

## Here Are Some Examples of Competencies



- Leadership
- Results Focus
- Empowering Others
- Managing Change
- Team Building
- Emotional Intelligence
- Creativity
- Innovation
- Communication
- Developing Others
- Performance Management
- Persuasion
- Interpersonal Awareness
- Concern For Impact
- Forward Thinking
- Analytical Thinking
- Decision Making
- Problem Solving
- Strategic Thinking
- Conceptual Thinking
- Thoroughness
- Motivation
- Decisiveness
- Self Confidence
- Stress Management
- Personal Credibility
- Flexibility
- Self-management

## Choosing Your Competencies

If you have got a competency framework in place then you should really use this as a basis for selecting your competencies and statements.

If not then we recommend that you brainstorm what “excellence” in the role means to you and your organisation.

### For example:

If you are measuring managers this means that you need to ask yourself how do the most effective managers behave?

What sets them apart from the rest?

How do they think?

How do they approach their work?

How do they communicate with their staff?

Also, think about the challenges that your company faces and how your managers need to be equipped for the future – what will they need now and in the future and measure against those needs. You might also want to take a look at your company mission and values and draw from any key themes within them to measure your managers against.



## What Can You Use It For?

### 360 Degree Feedback

**MTD360** gives you complete flexibility over your staff development needs.

**MTD360** is ideal for staff appraisals, identifying development needs and for use before, during and after training programmes.

We have a number of **ready-made** 360 questionnaires that you can use "as is" or you can download them and make changes to them to ensure that you are measuring exactly what you need.

These include:

- CEO/Executive Level – 78 Statements
- Generic Manager Level – 30 Statements
- Middle/Senior Manager Level – 80 Statements
- Team Leader/Supervisor Level – 55 Statements

Or indeed, you can **develop your own questionnaire** and start from scratch so if you have a competency development framework in place already for example, you can measure against that...exactly. Hence receiving the feedback on your managers and/or sales people that will really make a difference to them personally and your organisation as a whole.

Want to compare your managers or sales people over time?

We have an option that will enable you to do exactly that.

You can ask your managers or sales people to complete a 360 now and then they can complete the same questionnaire, in say 3-6 months time, and our system will enable you to compare the results for improvements. We also have an option where you can ask respondents to rate a manager now and compare it to any time in the past too. So if they have just completed a training event or a staff appraisal and you would like to compare what they are like now to a point in the past then the **MTD360** programme can do that for you also.

### Training Needs Analysis

Would you like to gather the training needs of a group of people or a department?

MTD360 will enable you to create a tailor made training needs analysis questionnaire. You can then have access to reports for each individual as well as being able to roll up all of the results into an overall picture of the group/department.

### Staff Surveys & Employee Opinion

If you'd like to run any type of survey or an employee opinion survey for example, then these are easy to set up. You might want to conduct a company-wide or departmental staff satisfaction survey or gather your staff's opinions about a particular topic, implementation or changes in working patterns! With **MTD360** you can do this and much more as you have complete control over what you would like to gather.



# Prices

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**MTD360** can be a “pay as you go” or a **subscription** based programme.

You can pay for what you use, you can pre-pay for a certain number of assessments or you can pay a monthly subscription fee and have unlimited assessments!

The choice is yours.

## Pay As You Go

These are charged per assessment with no extra costs. We have a **wide selection of assessments** to choose from. Our pay as you go price structure is below and is based upon the number of people who you are asking feedback on – you can have as many respondents as you wish to choose.

If for example you had 5 managers and you wanted to run a 360 degree feedback analysis for them then that would be 5 x £45. Conversely if you had 60 managers it would be 60 x £35.

From	To	Price Per Report
1	3	£50.00
4	10	£45.00
11	50	£40.00
51+		£35.00

## Monthly Subscription

Some of our clients pay a retainer each month for use of the **MTD360** system.

## Contact Us About Your Requirements

Please call us on **0800 849 6732** or email us at [info@mtd360.co.uk](mailto:info@mtd360.co.uk) with what you'd like to achieve and we will get back to you.