



Blueprint **LEADERSHIP**



**BUILDING ORGANIZATIONS
THAT CHANGE THE WORLD**



OUR DIFFERENTIATORS

Blueprint LEADERSHIP's 360 Survey measures the leadership strengths and gaps important to leadership success in your unique organization. This fully customizable and simple to use instrument provides comprehensive and rich feedback to help your leaders excel and grow.

FULL SERVICE SUPPORT:

We serve as your trusted partner to walk you through the entire 360° process. We'll provide a dedicated project manager from start to finish:



- ✓ Providing survey design strategies
- ✓ Simplifying your implementation
- ✓ Optimizing the impact of feedback discussions
- ✓ Developing follow up action plans
- ✓ Leveraging and sustaining your 360° impact throughout the year

We help you get the most long term value out of your 360° experience.

PERSONALIZATION AND CUSTOMIZATION:

Your organization is unique, so we start by understanding your organization's mission, strategic objectives and goals. Then we help you personalize and customize every element of the 360 design:



- Select competencies that support your organization's unique mission, culture and goals
- Use our expansive question library or customize your own evaluation questions
- Uniquely brand your 360° survey with your logo and colors
- Choose your rating scale
- Choose rater group categories
- Create personalized invitations and notifications

HASSLE-FREE ADMINISTRATION:

We help you choose the features and functions to create the perfect 360° process for your organization. You make decisions and we take care of the administration for you. This includes:

- Setting up the evaluation form
- Sending out notifications and reminders
- Selecting rater nominations—our system provides the option for appraisers to nominate raters which can be approved or edited by management or human resources
- Creating optional sub-group reporting
- Providing participants and raters prompt phone and email support
- Generating and printing reports

We provide answers, solve problems and shoulder the administrative responsibility so that you can spend your time serving your internal and external customers.

CONFIDENTIAL, SECURE AND RELIABLE:

Blueprint's 360° Survey ensures confidential, anonymous and reliable results.

- Individual ratings are never shared (except self and manager by design)
- Narrative responses are randomly sorted
- Password protection keeps results secure

*Confidentiality of rater feedback produces accurate, rich and comprehensive feedback that **guides** participants toward the understanding and change they need to be most effective.*



AFFORDABLE PRICING:

We create a project-based cost up front and there are no set up costs, additional charges or hidden fees, making it easy for participants to calculate the return on their investment. It's a great value.

OUR CLIENT EXPERIENCE

Thanks again for all of your help. Our 360's turned out awesome. We sincerely appreciate your collaboration and effort throughout the process. Most importantly, thanks for your partnership in helping us utilize the results to lead at a higher level so we can achieve our organization's collective aspirations.



Sarah Larson, VP Human Resources,
Foundation Medicine, Inc.

Thanks for your support, counsel and expertise. The entire experience went great-including the design, implementation, discussions and developmental planning. Thanks for being a terrific partner!



Oksana Lukash,
Director of Human Resources, Agendia, Inc.

There is a direct relationship between 360 feedback and improved performance. We saw leaders put their feedback and coaching into action that directly impacted their performance. Thanks for your partnership and support.



Sherrie Kline, Director of Human Resources,
Clariant Inc. (GE Company)

Call us at (760) 471-2703 to discuss your specific 360 needs!
www.blueprintleadership.com