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*Specialists in business training and coaching consultancy*

## CCL® 360 Assessments



Just Suppose® is proud to work in partnership with the CCL® (Centre for Creative Leadership) and as such is licensed to offer a range of 360 assessments to align with your requirements.

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, hundreds of thousands of leaders have chosen CCL assessments.

360-degree feedback is a method of systematically collecting opinions about an individual's performance from a wide range of co-workers. This could include peers, direct reports, the boss, the boss's peers — along with people outside the organization, such as customers. The benefit of collecting data of this kind is that the person gets to see a panorama of perceptions rather than just self-perception, which affords a more complete picture.

The reports include four research-based 360-degree instruments with a consistent reporting format to help organizations create a common leadership language and consistent feedback process at multiple levels through the company. Each designed to start the process of feedback-based individual development.

Types of 360 assessment reports we are able to provide as follows:

**Benchmarks® For Managers:** for individuals, who are currently in a leadership role.

- ✓ Shows how others perceive strengths and development needs
- ✓ Provides normative comparison of results with other successful managers

**Benchmarks® For Executives:** For individuals who are top-level executives.

- ✓ Provides top-level executives with feedback on specific, critical leadership skills
- ✓ Helps individuals compare their results to other senior leaders

**Benchmarks® For Learning Agility:** For high potential individuals wanting to further their own career development

- ✓ Provides important feedback on skills that help managers improve their ability to learn from experience and willingness to take advantage of growth opportunities.
- ✓ Helps establish a culture in which improved learning skills are recognized and highly valued as an overall organizational objective.
- ✓ Helps high-potential managers identify the skills they will need to succeed as they advance in the organization

**Benchmarks® By Design:** Tailoring your assessment and feedback process with use of the content library.

**SKILLSCOPE®** is a 360-degree assessment that provides individuals with straightforward, practical feedback on job related skills necessary for effectiveness in a management role. SKILLSCOPE's simplicity also makes it an ideal first step for organizations that are new to the 360-degree assessment process

**Global6™** is a 360-degree assessment designed for leaders who work with colleagues from different parts of the world, experienced leaders who have increasing global responsibilities, expatriate leaders, and leaders who will soon transition into a global role.

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