

THE F.I.R.S.T.TM 360

LEADERSHIP COMPETENCY PROFILE

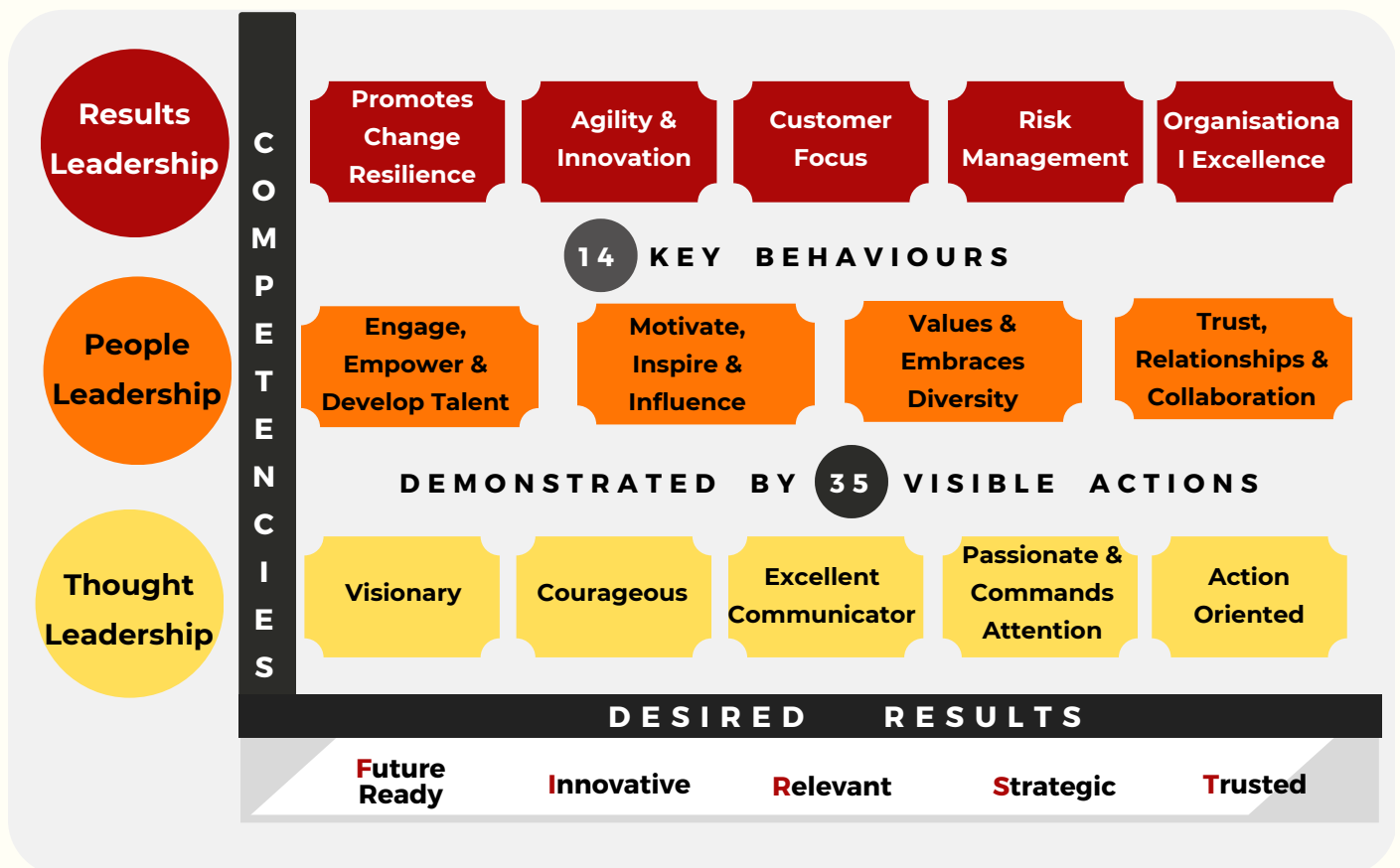


TM
YOUR F.I.R.S.T. LEARNING & DEVELOPMENT PARTNER
FUTURE-READY. INNOVATIVE. RELEVANT. STRATEGIC. TRUSTED.

THE F.I.R.S.T.TM FRAMEWORK

Any individual in any organisation demonstrating these key behaviours will have a very high chance of succeeding, no matter what their role, or which level they function at, because they will be seen as:

Future-ready, Innovative, Relevant, Strategic and Trusted.



The 14 competencies (shown above) can be demonstrated by 35 **repetitive, visible and measurable behaviours**.

Tracking & calibrating these 35 behaviours helps us get us clarity on how confidently we currently demonstrate them and how we can enhance our:

Thought Leadership - The way we lead ourselves

People Leadership - The intent and manner in which we engage talent

Results Leadership - How we ensure organisational results are met, and the organisation keeps growing and evolving to meet the changing expectations of (internal / external) stakeholders

THE **F.I.R.S.T.**™ 360 LEADERSHIP COMPETENCY PROFILE

WHO WILL BENEFIT

1. Leaders, professionals and executives at all levels
2. Business owners
3. High potentials executives being groomed for leadership roles
4. Leaders who want to build a high performance culture

TEN AMAZING BENEFITS

1. **HOLISTIC:** The tool tracks 35 desired behaviours providing holistic 360 feedback to the Ratee.
2. **ACTION-ORIENTATION:** Survey provides feedback and also suggests powerful, pragmatic actions that can be taken to enhance your leadership impact.
3. **DEVELOPMENT FOCUS:** Report structure provides clear focus on your strengths & development areas.
4. **SAFE SPACE FOR OPEN FEEDBACK:** Observer feedback (quantitative & qualitative) is anonymous.
5. **ASSURED CONFIDENTIALITY:** The report is only shared with the ratee and the sponsor.
6. **CONVENIENT:** Self and observer assessments are available on a secure and user-friendly platform accessible by any internet connected device.
7. **FAST:** The survey takes only 15-25 minutes.
8. **COST-EFFECTIVE:** No hidden costs. No minimum number of users. AND special bulk discounts.
9. **ACCELERATED DEVELOPMENT:** Expert coaching support is available for ratees to help synthesise the report into a powerful leverage & development plan.
10. **MEASUREABLE DEVELOPMENT:** The Influential Leadership Series uses the F.I.R.S.T.™ framework to build on and accelerate leadership development.

THE F.I.R.S.T. 360 LEADERSHIP JOURNEY

SPONSOR'S JOURNEY

1. Sponsor provides names & emails of leaders who will benefit from a 360 profile.
2. Sponsor receives log in link & password.
3. On logging in to Sponsor panel, s/he can:
 - A. View progress of profiling
 - B. Send reminders to ratees & observers
 - C. View completed profiles

RATEE'S JOURNEY

1. The designated leaders (Ratee) receives their password and log in link.
2. Ratee logs in and answers 35 quantitative questions (approx 20 mins).
3. Ratee assigns up to 10 observers to provide their feedback.
4. Ratee receives an alert when observers complete their observations. They can now view or download their 360 report.

THREE AMAZING INVESTMENT OPTIONS

Only 360 Profile:



A profile consists of ONE Ratee and up to TEN Observers.

Number of 360 profiles	1-20	21-50	51-100	101+
Investment per profile (SGD)	220	195	170	145

To get maximum value from your profile, you have the option to purchase individual or group coaching sessions at discounted prices, along with your 360 profile.

360 Profile + Individual Coaching



The individual coaching session is invaluable in helping the the ratee to:



- Interpret their F.I.R.S.T. 360 profile.
- Identify actions to better enhance their strengths.
- Evolve an action plan to focus on their development areas.

Additional sessions help the ratee to stay accountable to their developmental goals.

	Individual Coaching Session
Investment (SGD)	Add 599 per coaching session to the Price of Profile given above

360 Profile + Group Coaching



The group coaching session has 3 powerful benefits:

- It's a cost effective way to help the ratees benefit from coaching support.
- It helps to surface systemic issues that may be holding people back from peak performance.
- It harnesses group dynamics to widen perspectives on enhancing strengths and overcoming challenges.

	2-hour Group Coaching session for up to 20 participants
Investment (SGD)	Add 1499 to the Price of Profiles

INFORMED DECISIONS TO ENSURE TARGETED LEADERSHIP DEVELOPMENT



INFLUENCE SOLUTIONS

Inspiring Leaders. Inspired Organisations.

FOSTERING HIGH TRUST, HIGH PERFORMANCE CULTURES

REGISTERED OFFICE:

487 YIO CHU KANG ROAD #06-10 SINGAPORE 787059

FOR MORE INFORMATION, VISIT

[INFLUENCE-SOLUTIONS.COM/FIRST360](https://www.influence-solutions.com/first360)