

Improve leadership and engagement with 360 feedback

Produced by **People Insight**



New research: How leadership drives employee engagement

In this post-pandemic world of hybrid working, leadership behaviours can have a significant impact on employee engagement – especially in virtual teams¹.

Brand new research has revealed that the most successful leadership style in a hybrid working environment is '**Transformational**'².

- ▶ Set out and **lead with a clear vision**
- ▶ Prioritise the needs of employees, **show empathy** and **listen to individuals**
- ▶ **Invite employees to input on decisions** that affect them

This style of leadership drives employee engagement by inspiring people towards a common goal, where everyone understands their role and feels they have space to develop. At a line manager level, transformational leadership results in higher performing teams, greater innovation and reduced stress – all of which can enhance engagement levels².





Senior leader empathy is linked to reduced intent to leave

As organisations grapple with how to retain and recruit talent, leaders who show empathy and connect with their employees will help drive employee engagement and innovation and help reduce burnout.

According to new data from Catalyst³ with empathetic leaders, employees are:

4.5 times
more likely to be able to be
innovative

2.4 times
more likely to be
engaged

3 times
more likely to report their workplace as
inclusive

White women are
4 times less likely to
consider leaving

Women of colour are
2 times less likely to
consider leaving

Improve leader and manager performance with our 360 feedback platform

Help your leaders and managers understand their impact and develop desired behaviours with our easy-to-use 360 feedback platform and friendly coaching expertise.

Our platform is flexible so you can use your existing leadership behaviour framework, choose a ready-to-go framework designed by our occupational psychologists, or we can help you develop a new framework to help your leaders improve performance, employee engagement and retention.

MORE ABOUT 360



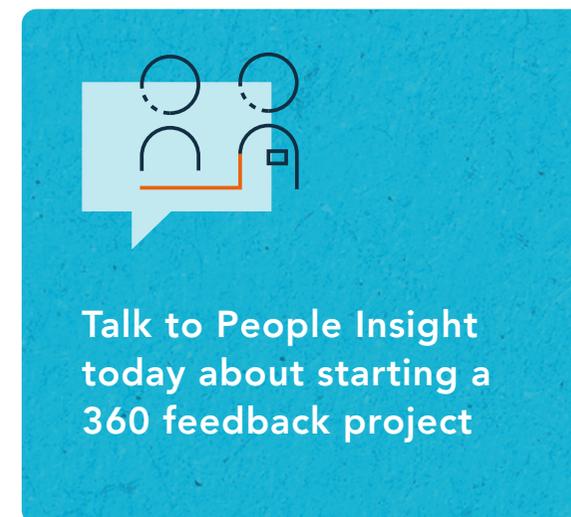
People Insight's 360 feedback platform

- ▶ **Intuitive survey tool** that users and raters alike can use with ease – delivering high completion rates
- ▶ **Action focused reporting dashboard** means development areas are clear
- ▶ **Support from organisational psychologists and coaches** on hand from start to finish



We'll get your 360 surveys set up in an instant for a frictionless experience

1. The 360 feedback platform is **simple and intuitive for users and raters**, with video guides to advise on every step of the process.
2. **Multiple language capability and platform accessibility** mean anyone can participate.
3. With action focused reporting, **development areas are clear** so you can focus on making changes to improve individual performance.
4. Manage your 360 feedback projects with ease.
 - a. **Add users, check licenses and check project progress** instantly.
 - b. Monitor progress and review results across the organisation to **inform performance development programmes**.



Trusted support from People Insight

- ▶ **Our expert support team is here to help you** with 360 feedback questionnaire design, helpdesk throughout your projects and answer any query – big or small.
- ▶ **Need help actioning feedback?** Our qualified coaches are on hand to design post-360 development plans, facilitate feedback and deliver 1 to 1 coaching for everyone from colleagues to division leaders to the CEO. **We'll help inspire your people to achieve their development goals.**
- ▶ **Your data is secure with us:** 24/7 ISO certified ultra-secure data storage and cloud hosting means you don't need to worry about data safety and anonymity.



“People Insight have provided us with 360 feedback surveys for several years. They have always provided us with a professional and efficient service, where nothing is ever too much of a problem to resolve. The account manager team are approachable, methodical and a delight to work with. We have a great working relationship with People Insight and would recommend them.”

Lisa Le Gros
HR Service Centre Team Coordinator,

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Improve leader and manager performance today with 360 feedback

- ▶ Intuitive survey tool
- ▶ Action focused reporting dashboard
- ▶ Expert support from start to finish

Talk to our friendly team today about getting started with your 360 project or to arrange a demo.

1. <https://doi.org/10.1108/IJOA-07-2021-2856>
2. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3316331
3. <https://www.catalyst.org/reports/empathy-work-strategy-crisis>



Intuitive technology



Practical expertise



Continuous support

PeopleInsight

To find out more about our 360 support, contact us at:

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