

Know How Your Leaders Are Performing

A flexible, competency-based 360-degree feedback tool that makes it easy to get the data you need on your leaders.



SOLUTION:
Leadership Mirror®

YOUR VALUE:

Easily implement standard or customized 360-degree surveys on any population. Get data to provide a clear picture of individual or group strengths and development needs.

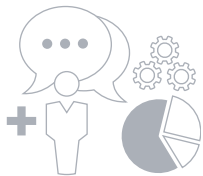
VALUE TO LEADERS:

Participants get 360-degree feedback on their performance—from peers, direct reports, managers, and more. Feedback is easy to interpret on their own, with suggestions and resources for improvement, so they can begin charting their development plan right away.

“The data, married with the comments, makes it real. And once it’s real for an individual...the power is in their hands to change their career.”

Antonia Comer
Director of Organizational Development and Training,
General Cable

WITH LEADERSHIP MIRROR YOU CAN:



Evaluate Critical Competencies

Gain data on performance and reinforce behaviors aligned to your organization’s business objectives. Participants get insights on key strengths and blind spots.



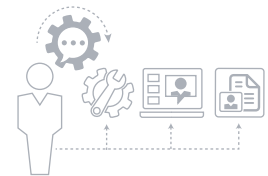
Drive Accountability for Performance

Participants see how their perception of themselves varies from the perception of those around them. With multiple perspectives, participants have more accountability to improve their skills.



Identify Development Priorities

Only 34% of companies focus on development in performance conversations. The 360-degree data helps participants and their managers discuss individual development plans in a more meaningful way.



Personalize Development Plans

Give participants clear development suggestions and resources for improving their performance, so they’re empowered to have a hand in their own development.



SOLUTION AT A GLANCE

Standard or Customized

Choose from DDI's standard surveys and 100+ behavior-based competencies or enter your organization's custom competencies.

Scalable

It's simple to flex the survey for a handful of employees or for your entire manager population around the world.

Easy-to-Interpret Reports

Participants get a deep understanding of their strengths and development gaps with interactive reports. You also get actionable data from group reports that make it easy to spot trends and inform group-level development.

Accelerated Development

Participants get a personalized road map with summarized results, industry benchmarks, and immediate access to development suggestions for each of their competencies.

Feedback Options

DDI consultants can provide the feedback to your participants or we'll give you the tools to do it on your own.

Backed by DDI's Full-Service Support

Full access to DDI's technology support portal, Service Ready, to solve, troubleshoot, or submit support requests.



HOW IT WORKS

1.

After DDI sets up your selected surveys, your team manages the administration process for participants. The participant selects feedback providers who receive a link to the survey.

2.

The survey collects data and feedback related to the competencies critical for success in the participants' role.

3.

The participant receives a development-focused report, feedback, and development planning tools, and you receive group-level reports with aggregate results.

4.

After the survey, DDI can provide feedback and coaching sessions for your participants. Or, we can prepare you to provide your own coaching.

Standard Surveys Available

- Team Member
- Professional or Knowledge Worker
- Supervisor or First-Level Leader
- Manager
- Operational Executive
- Strategic Executive
- Sales Professional
- Sales Leader
- Sales Executive
- Patient Care
- Healthcare Executive
- Pre-built surveys to align with DDI's Early Identifier, Manager Ready®, and Women in LeadershipSM solutions.

Language Options

Available in English, French, German, Japanese, Portuguese, Spanish, Simplified and Traditional Chinese.

Ready to learn more?

Visit us online: www.ddiworld.com/leadershipmirror

Email: info@ddiworld.com or contact your DDI representative for next steps.