

# APPROACH TALENT SOLUTIONS PVT. LTD.

*Presents an accreditation workshop on*

## “FACET5 AND 360° FEEDBACK TOOLS”

*Dates: 29<sup>th</sup> April to 1<sup>st</sup> May, 2010*

*Venue: DLF City Club, Gurgaon*

Approach Talent Solutions Pvt. Ltd., a sister consulting organization of Approach International, operates in the area of ‘Recruitment Solutions’, ‘Coaching’ as well as HR Consulting tools.

Approach Talent Solutions is entering into partnership with a UK based global firm in consulting/assessment tools, “Consulting Tools”. Consulting Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations. Backed by expert trainers, facilitators and business psychologists, the firm has spread its network in 30 countries. Now it has plans to enter the Indian HR consulting market.



### **FACET 5**

Facet5 is an industry leading ‘Big 5’ factor personality assessment instrument that allows the managers to understand how people differ in their behavior, motivation, attitudes and aspirations.

Designed expressly for the workplace and validated to rigorous academic standards, Facet5 is useful for selection, development, leadership and team-building applications.

Facet5 personality results are presented within five main factors and 13-sub factors:

- a) Will (determination, confrontation and independence)
- b) Control (discipline and responsibility)
- c) Energy (vitality, sociality and adaptability)
- d) Affection (altruism, support and trust)
- e) Emotionality (tension and apprehension)

Facet5 was designed in response to requests from many organizations for an instrument, which combined: modern design, construction and appearance, ease and flexibility of use, reasonable cost and integration with human resource management systems. It's based on recent developments in personality theory and management development and yet is simple and practical to use.

### **360° FEEDBACK**

It is a solution for people offering 360° Feedback as part of a consultancy offering, or using it within their business. It covers how to design a 360° Feedback programme and how best to implement it. It covers a set of ten questionnaires, which can be customized according to the organizations' requirements.

Whether you are a coach wanting to sharpen your use of 360 tools in your practice or an OD consultant needing to create an impactful 360 programme, this is the course for you. Most people want to use 360 Feedback as part of a useful and meaningful performance discussion to achieve stronger personal and organizational performance. Through practical experience of 360 programmes and drawing upon sound research, this workshop gives the framework to produce the results intended from a 360 programme. It examines 360 tools, taking you through off-the-shelf questionnaires to tailoring or even creating your own. It tackles the tricky practical problems of running a project and works through the issues of linking it to pay and performance.

## LEARNINGS

### FACET5

- ✓ Participants develop skills quickly and in a way which is immediately applicable. Learning Facet5 means learning about relationships.
- ✓ Facet5 works at all levels from individual assessment through selection, recruitment and team integration. Facet5 can even be extended to understand culture and values at a team or corporate level.



**360° Feedback.**  
Fair. Balanced. Robust.

A well designed 360° feedback process can be one of the most powerful tools an organization has for cultural change and employee growth.

The process of giving and receiving feedback is of fundamental importance to employees across all industries, income levels and job types.

Evaluate and develop leadership competencies to nurture and shape your next generation of leaders.

360 feedback highlights the gap between the employee's own perception of his or her work, and perceptions of those working in the same area.



Multi-rater feedback can be used to explore how each employee contributes to the success of the organization.

### 360° FEEDBACK

- ✓ Use off-the-shelf 360 tools, knowing their potential and limitations
- ✓ Tailor existing 360 tools to fit particular job roles
- ✓ Write your own 360 tools to fit corporate culture
- ✓ Give feedback on 360 reports to have impact at the individual and corporate level
- ✓ Run successful 360 programmes to facilitate real change

## CONTENT OF THE PROGRAM

	<b>FACET 5</b>	<b>360 DEGREE FEEDBACK</b>
<b>Part I</b>	It covers the basics of Facet5 and its application to key areas of management development. This section also covers the background of Facet5 and focuses on the interaction effects of the 5 factors with special emphasis on unusual combinations.	Understand the research that supports the need for 360 tools.  Examine case studies to see the business case for 360 tools.
<b>Part II</b>	It covers the application of Facet5 to specific human resources issues. Using real data we build the model from initial introduction of the person through their integration to a team, their management and longer term development.	Know what makes a good 360 tool for managers and leaders.  Adopt best practice guidance to implement a successful 360 project.

The programmes are interactive and use real data and situations. In this manner participants develop skills quickly which are immediately applicable. Learning Facet5 means learning about relationships. Materials include technical references, interpretation guides and case studies.

## TRAINERS

### NIGEL EVANS



The workshop is facilitated by Nigel Evans, Chartered Occupational Psychologist. Nigel's career in psychology has included lecturing, research and consulting roles in applied business areas.

Nigel has specialized as a Business Psychologist and has more than 15 years experience providing leading consulting services to companies in the UK and internationally (including Aviva, BBC, Nokia, Sony, UBS and numerous Government Departments). His career to date has included extensive consulting, training, research and coaching roles working at senior levels.

He is a recognized expert in psychometrics, holding the highest Occupational Test Registration issued by the British Psychological Society (BPS) and is qualified to train others in ability tests and personality questionnaires. Having trained thousands of people in the practical and ethical use of tests, Nigel gives highly informative and interactive sessions in this area. He is the elected Leader of the BPS Verifiers Group for Occupational Personality instruments (Level B) and an Executive Board member of the Psychological Test Centre, which governs test standards for the UK.

### JOHN DUTTON



John Dutton is Chairman of Consulting Tools. John originally qualified as a Chartered Management Accountant. After working as a consultant/lecturer at the University of Aston Business School, he developed his career in Finance in the electronics and automotive industries. His final position before becoming an independent consultant was Finance and Commercial Director for a multinational automobile manufacturer, responsible for extensive subsidiaries and joint ventures throughout Africa.

John's particular area of consulting expertise is the improvement of individual and group effectiveness via more systematic problem solving, decision making, business planning, quality management processes and Six Sigma.

His background enables him to offer clients an unusual combination of commercial management skills and insights into people/organization development issues.

### WORKSHOP DETAILS

**Participation Fee: Rs. 25,000 + Taxes per participant**

**Payment is to be made via cheque/DD in favour of 'Approach Talent Solutions Pvt. Ltd.' payable at Gurgaon.**

For registration, please fill in the attached registration form and courier it along with the payment to the following address:

Ankit Jhamb  
Approach Talent Solutions  
4105, Ground Floor  
DLF Phase-IV  
Gurgaon-122002

For more details on registration please contact:

Ankit Jhamb; 09711139237; Surbhi Prakash; 09711139234; Email: [bizdev@approachintl.com](mailto:bizdev@approachintl.com)