

OTPG Narrative 360 for Leaders

Objective: Accelerate leadership growth through 360 feedback and coaching

Consult	Plan and Interview	Debrief	Coach	Apply	Consult
Organizational Strategic Direction Experience with 360 or Narrative Feedback Objectives for 360 and Coaching Fit and Alignment with Organizational Development Strategies Sponsor Expectations Confidentiality	Leader Objectives Prioritize Competencies and Questions Choose and Set Up Raters (6-8) Book Confidential Interviews (30-45 min each) Conduct Confidential Interviews Create Overview Map and Detailed Summary Report	OTPG Debrief Guide Debrief Meeting Action Planning Thank and Communicate Highlights to Raters Debrief Leader's Leader Confirm Areas of Focus	Confidential Leader Coaching Advance Areas of Focus Goal Setting, Deepening Self Awareness, Commitment to Action, Accountability for Growth Thinking Partner for Challenges Conversation Impact and Action Plan (Two Coaching Sessions)	Leader Executes Resources Supplied as Needed Leader and Team Conversations Encouraged Coach Check In for Progress Report Pre-Work for Next Session	Evaluate Success Check in with Leader and Sponsor: Objectives Met? Progress Evident? Value Realized? Satisfaction Learning Behaviour Change Impacts Identify Next Steps

