



**REAL WORLD  
GROUP**

Real World Group 

**Board Leadership  
& Governance**

**360** Local Government

**DIAGNOSTIC TOOLS**

Real World Group's Board Leadership and Governance 360 (Board 360) provides true multi-source feedback for increasing the effectiveness of your most senior team of Executive Managers.

It measures critical dimensions of this group's activity and behaviour that ensure they are demonstrating the important:

- Governance competencies
- Engaging leadership behaviours
- High-performing team dynamics.

Board members assess their effectiveness as a collective and select reviewers to provide them with feedback from key groups with whom they interact. These typically include senior managers who report to them, Elected Members, partners, and others.

The Board 360 also provides your senior team with critical information about the impact their behaviour is having on those who report to them, and other key stakeholders – in terms of:

- Increasing or decreasing engagement and positive attitudes to work
- Increasing confidence in the senior team and the organisation

### **Benefits of using the Board Leadership & Governance 360**

The Board 360 enables you to enhance leadership that has a direct impact on the productivity of the wider organisation by providing your most senior managers with a thorough understanding of how effective they are and how to become more so.

The leadership factors assessed have been proven to have a direct impact on the productivity of the wider organisation and its long term sustainability. They contribute to these outcomes by reducing job-related stress and absenteeism, and increasing motivation, satisfaction, commitment and self confidence among your employees.

Feedback data are presented for the Board as a whole, rather than for specific individuals. This means that your Board is provided with non-threatening data in a clear report.

The standard Board 360 package includes:

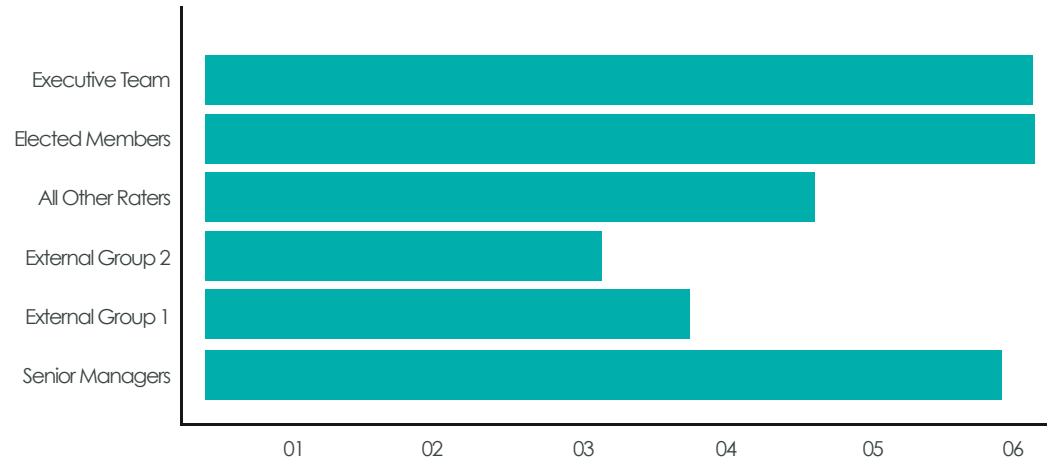
- An introductory workshop to underline the business case and assist with selection of appropriate reviewers
- Guidance through the completion process
- Ongoing updates on completion by others
- A clear, comprehensive feedback report
- An expert-facilitated feedback session to help your Board action plan how to act on the feedback for immediate and long-term gains.

# Board Leadership & Governance 360 Dimensions (Local Government)



## Promoting Quality and Improvement

Executive Team members actively scan the horizon looking for ways to learn from best practice and new developments in local government



SAMPLE GRAPH

