



Learning  
Impact NG

# Traffic Lights 360

Leadership Feedback Solution

# Outline

**Why  
Feedback?**

**Principles of  
Effective  
Feedback**

**Why Traffic  
Lights 360**

**The Traffic  
Lights**

**How the  
Traffic Lights  
Work?**

**Fees &  
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**Our Typical  
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# Leaders Need Feedback



The first step to success in a leadership journey is self-awareness and coming to terms with who you are – your **STRENGTHS** and your **WEAKNESSES**.

The self-awareness of a leader will no doubt be enhanced when he or she can “see” themselves through the lens of the people around them.

Often when leaders seek feedback from their team members and colleagues in person, they get polite and non-specific responses that actually do not help them.

With the right feedback, leaders can learn and grow.

# Enhance Your Leadership Journey

Leadership develops daily, not in one day. It is not an event or destination – it is a journey, and a process and **FEEDBACK** is its greatest **GIFT**



01

Are you an organizational or team leader looking to get feedback about your leadership capabilities?.



02

Will you like your leadership team to give each other feedback and get feedback from their colleagues on a periodic basis?



03

Will you like to set up leadership evaluations and feedback for yourself a number of times each year?.



04

Do you want to give leaders that you coach or train valuable feedback before and after your coaching/training intervention?

# Principles of Effective Feedback - BOOST

**B**

## **BALANCED**

Feedback should combine positives and negatives

**O**

## **OBJECTIVE**

Effective feedback should be factual and not subjective

**O**

## **OBSERVED**

Focus on what you have observed not on hearsay

**S**

## **SPECIFIC**

Your feedback should focus on issues that are clear and unambiguous

**T**

## **TIMELY**

Do not hold back on feedback for too long, nor dish it out when the issues are too "hot"

# Why Traffic Lights 360?



## ANONYMOUS

The identity of the evaluators is completely hidden so that evaluators can truly express how they feel and give feedback that is honest and useful to the leader being evaluated.



## BALANCED

The feedback that each evaluator gives is balanced – combining the areas that the leader needs to improve with areas that should be sustained and continued.



## STRUCTURED

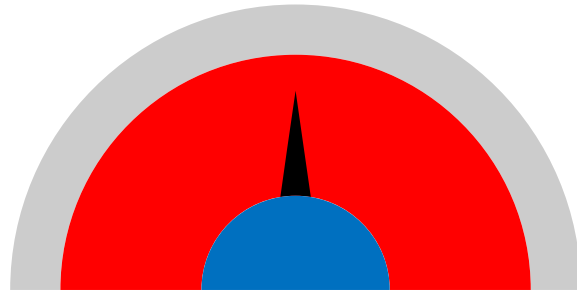
There is a structure to the feedback that each leader receives. This ensures that the feedback focuses on things that are actionable and can really make a difference.



## DESCRIPTIVE

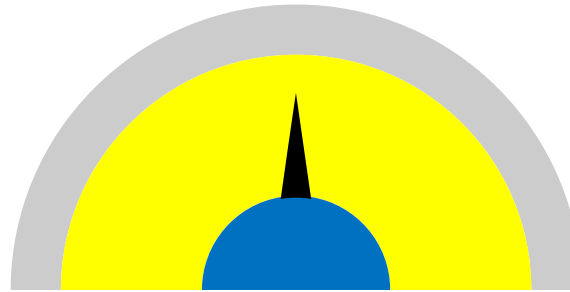
Instead of the typical numerical ratings, evaluators pay more attention to descriptive feedback that gives the leaders being evaluated insights into the behaviours that they need to improve.

# The Traffic Lights



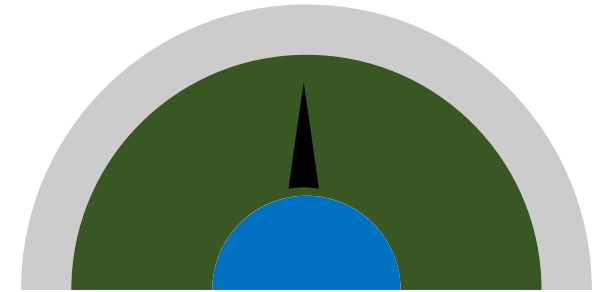
**STOP**

Leaders get feedback on the behaviours that they should STOP



**CONTINUE**

Leaders get feedback on the positive behaviours that they should CONTINUE



**START**

Leaders are directed to new behaviours that they should START

# The 360 Ecosystem

## SUPERVISOR

Your supervisor gets an opportunity to provide developmental feedback regarding your leadership.

## MATRIX MANAGER

If you have matrix managers who provide some input into your work, you can also get feedback from them.

## YOU

You will also evaluate yourself – a powerful exercise in self-awareness.

## DIRECT REPORTS

Your direct reports will get an opportunity to provide developmental feedback regarding your leadership

## COLLEAGUES

Colleagues with whom you interact in other units and departments who operate at the same or similar level with you will also give you feedback



# The Competencies We Evaluate



## Leading Self

Leaders need to be self aware; they need to understand their strengths, weaknesses and talents and be well aligned with the work that they do.

## Leading Others

To be effective, you need to intentionally focus on others; build and sustain relationships; communicate effectively and influence others

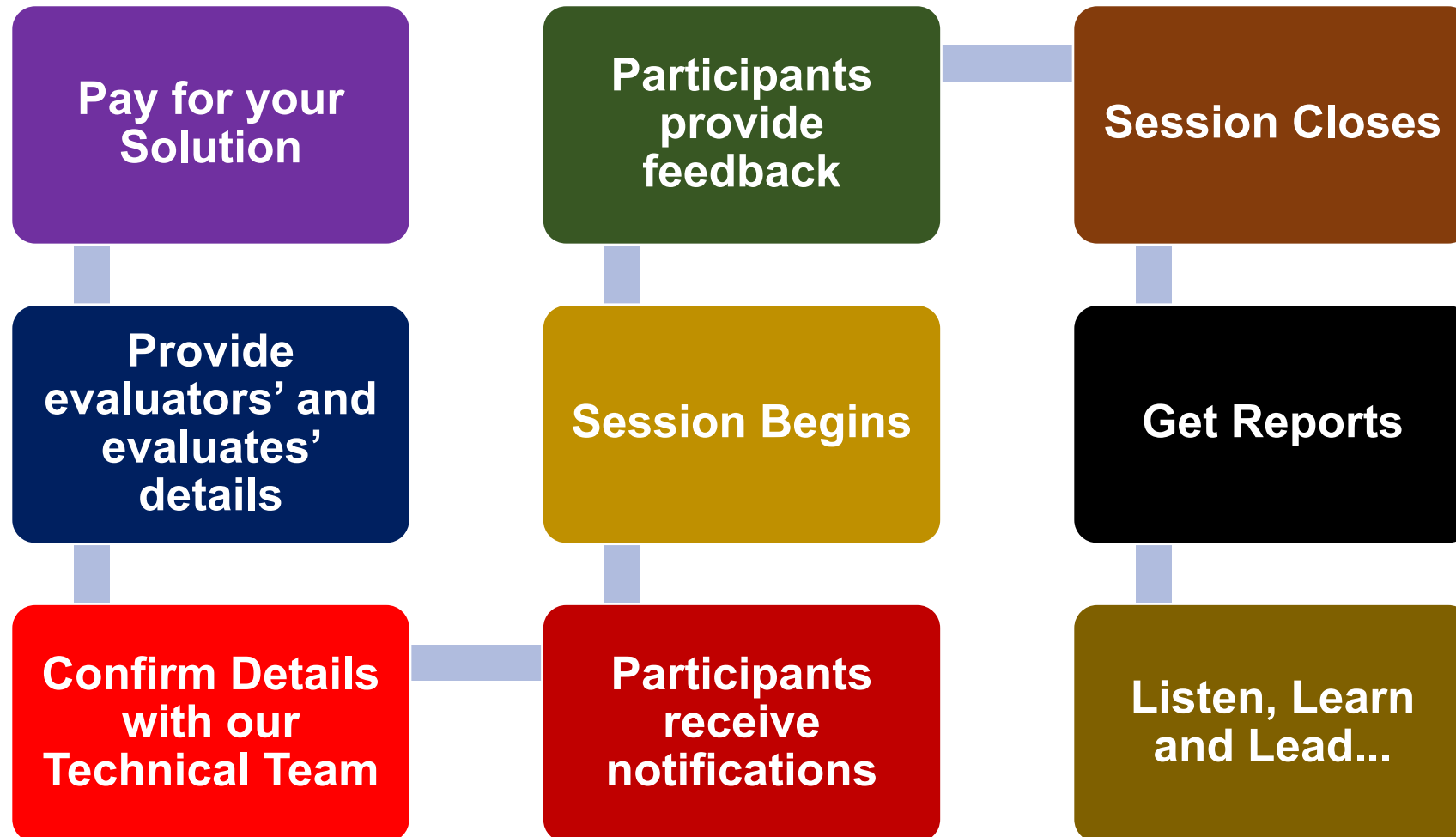
## Leading Results

Effective leaders build on their ability to connect with others to provide vision, direction and support for their teams to achieve results.

## Leading Transformation

To create other leaders and a legacy of excellence, leaders foster creativity and innovation and lead their teams through change.

# How the Traffic Lights 360 Works



# Value for Money (Per Evaluatee)

Number of Evaluatees	1 Session Per Year (N)	2 Sessions Per Year (N)	3 Sessions Per Year (N)	4 Sessions Per Year (N)
1 Evaluatee	24,187.50	36,281.25	41,118.75	48,375.00
2-10 Evaluatees	19,350.00	29,025.00	32,895.00	38,700.00
11–50 Evaluatees	15,480.00	23,220.00	26,316.00	30,960.00
50-200 Evaluatees	12,384.00	18,576.00	21,052.80	24,768.00
201 & Above Evaluatees	9,907.20	15,004.80	16,842.24	19,814.40
	<b>Payable One-Off</b>	<b>Payable Annually</b>	<b>Payable Annually</b>	<b>Payable Annually</b>

# The Traffic Lights 360 Difference

- ❑ Typical 360 evaluations focus more on numerical ratings - which are valuable, but do not encourage the type of descriptive feedback that the traffic lights offer.
- ❑ Rather than just ask evaluators for “comments”, the traffic lights request for feedback that is structured and balanced – including the leader’s strengths and weaknesses
- ❑ The customized report from the Traffic Lights 360 encourages a coaching conversation between the leader being evaluated and his/her line manager.

# Our Typical Clients...

**Organizations**

**Individual  
Leaders**

**Community  
Leaders**

**Leadership  
Teams**

**Performance  
Coaches**

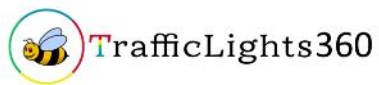
**Trainers &  
Consultants**

# Support for Clients & Users



Leadership Feedback Report

**TrafficLights360**



**Free On-Demand Online Training on Giving Effective Feedback**

**Support Team to guide users in completing the process**

**Free On-Demand Online Course on How to Receive Feedback and Coach Yourself and Others**

## Customization Options

- ❑ **Customized Leadership Competencies/Values:** We can work with you to customize the tool to reflect your organization's leadership capabilities/values.
- ❑ **One-Off Licensing:** We can license the application to your organization, provide training on administrator activities and support you to deploy the tool on your own server for a one-off license fee. This way, you can run the sessions by yourself as often as you want
- ❑ **Brand Integration:** We will reflect your organizational branding/logos on the tool so that your employees have a truly contextual experience.

# Next Steps



Seek  
Clarifications



Select Solution  
Options



Complete  
Documentation  
& Commence



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# Contact Us

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**TrafficLights360**

