

COACH  
communication

ownthegame

**Coach's 360  
feedback  
products for  
emerging,  
middle and  
senior  
leaders**





## **Coach fully facilitates:**

**LEAP 360** [Leadership Effectiveness and Aptitude Profile 360 for new, middle and emerging leaders]

**LEAP 360 Exec** (LEAP for senior leaders and executives)

# Unique benefits of Coach's LEAP 360s

**Combined, the advantages of Coach's 360 suite are unique in the market—providing:**

- A **fully facilitated** process – requiring no handling by candidates
- Dedicated, **responsive support** for every candidate
- A **quick and easy** survey for respondents to complete (10 mins)
- A sophisticated, **secure and efficient** survey platform
- Item-sets meaningfully mapped to contemporary **Australian leadership standards**
- **4+ years** of cumulative leadership data

**Sophisticated data analysis and reporting – uniquely presenting and reporting:**

- Distance travelled (for individuals and cohorts)
- Aggregate data for cohorts (eg teams, regional groups, program cohorts)

*... A breakdown of data reporting follows ...*



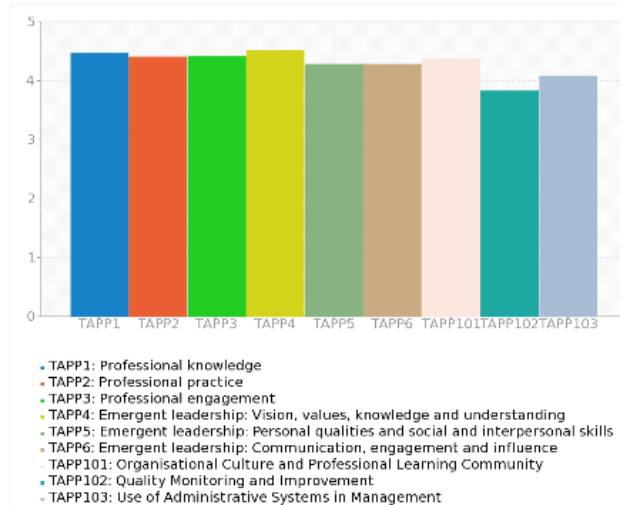
# A standard report

Core data in reports provides ratings from these respondent groups:

- Self
- Supervisor
- Colleagues
- Other
- Overall

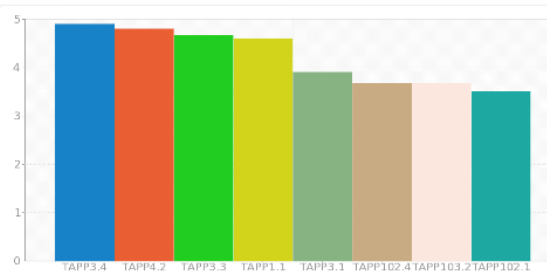
Individual Factor Averages

Average score for each factor



Current Highest and Lowest Scoring Questions

4 Highest scoring questions and 4 lowest scoring questions



- TAPP3.4: Broadens professional knowledge and practice by engaging with professional teaching networks and broader communities
- TAPP4.2: Shows passion and inspires and motivates others towards best outcomes for all
- TAPP3.3: Understands and implements legislative, administrative and organisational requirements
- TAPP1.1: Takes the time to know and engage individual learners in ways that interest them
- TAPP3.1: Seeks and acts on feedback and engages in reflective practice for enhancing performance
- TAPP102.4: Fosters the wellbeing of all and acts to address any impediments to quality outcomes
- TAPP103.2: Ensures that the service's practices are based on effectively documented policies and procedures that are available and reviewed regularly
- TAPP102.1: Ensures a statement of philosophy is developed, guiding all aspects of the service's operation

The report summarises and itemises results, displaying:

- 6 Factor areas (mapped to Australian standards).
- 4 survey items/questions in each Factor.
- 4 highest and 4 lowest scores.
- Average scores for each of the respondent groups.
- Average overall score for the candidate.
- Cumulative data comparing individual scores against performance averages for leaders.



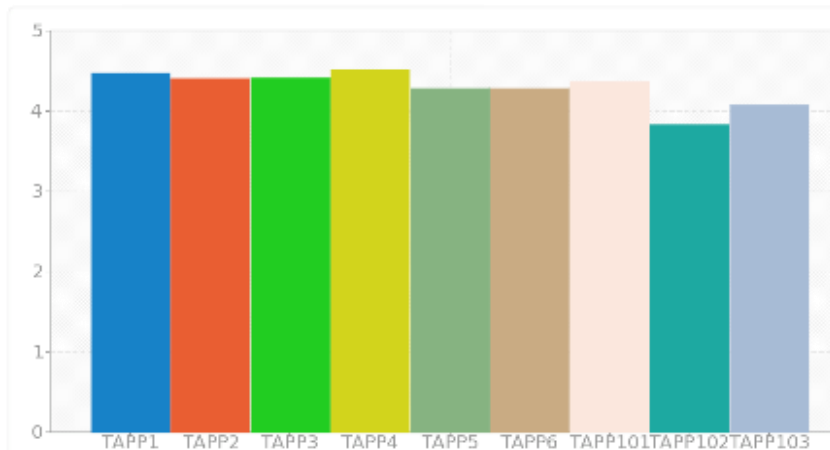
# Unique reporting features

## For Individual candidates

Coach's 360 reports show distance travelled on survey factors for an individual candidate; via two pages — Individual Factor averages and Individual Factor Averages Progression.

### Individual Factor Averages

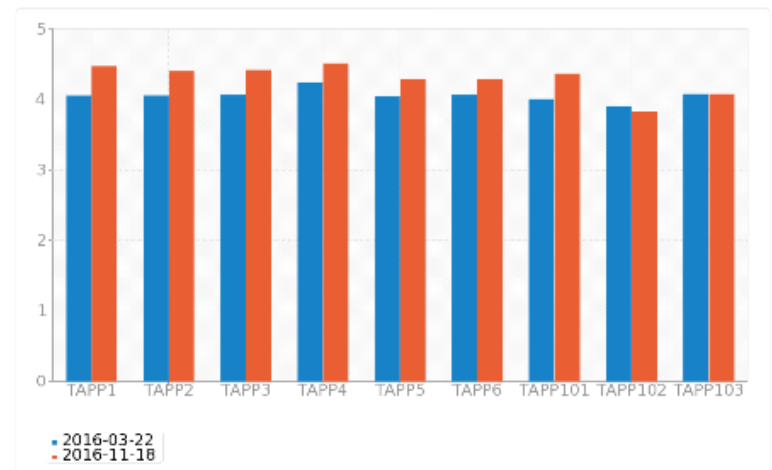
Average score for each factor



- TAPP1: Professional knowledge
- TAPP2: Professional practice
- TAPP3: Professional engagement
- TAPP4: Emergent leadership: Vision, values, knowledge and understanding
- TAPP5: Emergent leadership: Personal qualities and social and interpersonal skills
- TAPP6: Emergent leadership: Communication, engagement and influence
- TAPP101: Organisational Culture and Professional Learning Community
- TAPP102: Quality Monitoring and Improvement
- TAPP103: Use of Administrative Systems in Management

### Individual Factor Averages Progression

Average score for each factor



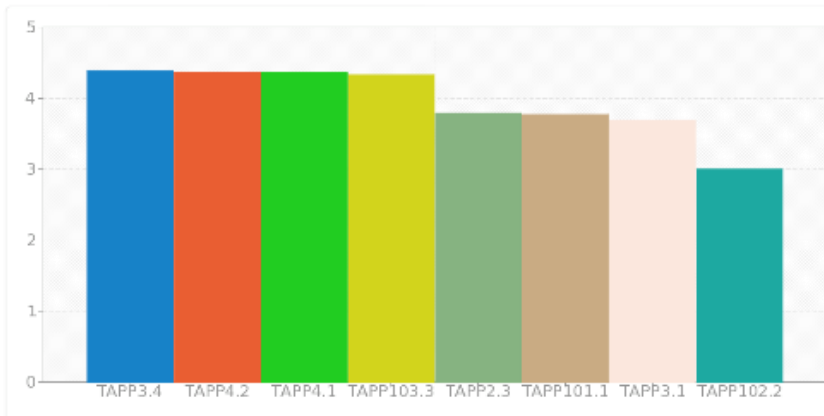
# Unique reporting features

## For Individual candidates (continued)

Prior Highest and Lowest Scoring Questions  
Current Highest and Lowest Scoring Questions

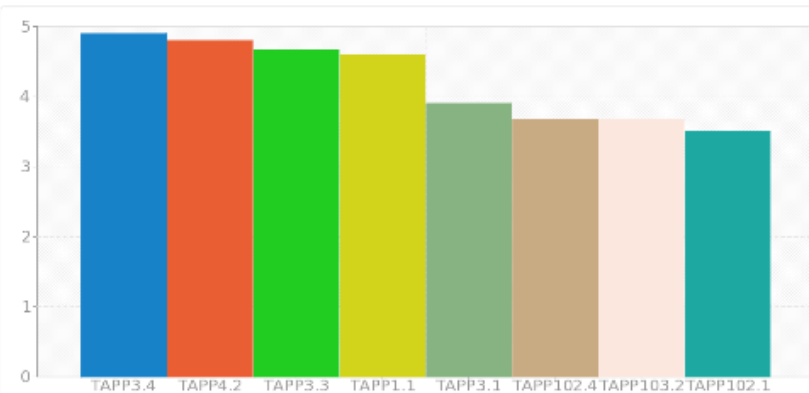
Prior Highest and Lowest Scoring Questions - 2016-03-22

4 Highest scoring questions and 4 lowest scoring questions



Current Highest and Lowest Scoring Questions

4 Highest scoring questions and 4 lowest scoring questions



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# Unique reporting features

## For Individual candidates (continued)

... and Individual overall averages

We can show an individual's trajectory of results over at least 5 iterations of the same survey over time.

See Prior Individual Overall Averages and Current Individual Overall Averages on a single page, at a glance.

### Prior Individual Overall Averages - 2016-03-22

Averages across all questions

Group	Answers	Average
Self	29	2.86
Supervisor	36	3.00
Colleague	268	4.11
Other	91	4.73
All Groups	424	4.06

### Current Individual Overall Averages

Averages across all questions

Group	Answers	Average
Self	28	4.39
Supervisor	30	3.73
Colleague	230	4.43
Other	0	0.00
All Groups	288	4.35





We can provide this reporting for candidates annually, bi-annually, pre- and post-participation programs ...

The data provides a clear evidence base to support the impact of professional development.



# For chosen cohorts / programs

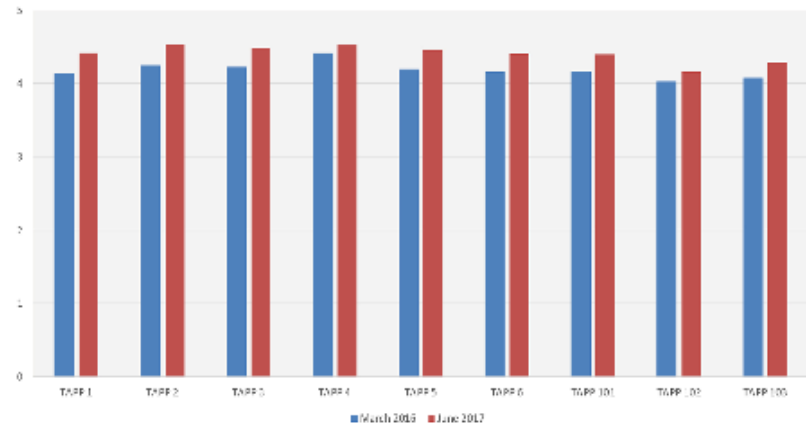
Aggregate Reports show overall data snapshots, including distance traveled, for cohorts.

This is achieved by running 'before and after' iterations of the survey.

**Aggregate Reports 1 and 2**, respectively, show overall factor averages, highest and lowest scores overall, and overall averages data summary for a given cohort.

**Aggregate Report 2 of 2** shows distance traveled between the two reports in the same format as for individual reports.

Individual Factor Averages Progression  
Average score for each factor



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Averages across all questions

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# Further proving the impact of PD programs

**Aggregate Report data provides evidence-based monitoring, reporting and enables tailored program design.**

We can show an overall comparison of years (eg aggregate results on cohorts for 2017 compared to 2018).

We can also create aggregate reports selecting certain groups (eg region, organisation type, size), making several group-dissected cuts of the data.



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