



360° PDP[©]

(Personal Development Program)

*The DH&A unique method for
executives' professional
evaluation and development*



2018



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Personal Development Program

The DH&A unique method for executives' professional evaluation and development

The Idea:

1. Creating a personal development program for executives at the organization based on the results of a preliminary 360⁰ evaluation process.
2. The process is a full range evaluation of a subject's performance on various behavioral, mental and managerial issues conducted through interviewing superiors, peers and direct reports related to the subject, while comparing it to the subject's evaluation of himself.
3. The evaluation is personal and the full extent of the results is shared only with the subject himself.
4. The evaluation is mainly performed in order to encourage self-improvement and development of the subject.

360⁰ PDP supports:

- personal development
- Self-awareness, self-esteem
- Increased managerial performance
- Work climate awareness
- Teamwork



The benefits:

For the subject:

1. Current, up-to-date full picture of self-performance.
2. Analysis of self-perception among people constructing the subject's work life.
3. Analysis of personality components and their effect on behaviors perceived by others.
4. Creating a personal development program for handling the results.

For the organization:

1. A structured report on each participant.
2. Allowing comparison between subjects on identical criteria.
3. Creating an atmosphere of sharing and openness.
4. Assembling of a self-improvement and development program for each subject.
5. Allowing construction of development programs.

The outcomes:

For the subject:

A personal, full scale report given orally to the subject, accompanied by a written summary of all process results.

For the organization:

1. A short report, per each subject, summarizing the main points which rose at the evaluation and which were agreed to be shared by the subject.
2. An overall report summarizing the findings and insights relevant to the organization followed by conclusions and recommendations.



The work plan and process

The work plan consists:

1. A numerical questionnaire followed by analytical results.
2. Personal interviews of people surrounding the subject followed by written and oral reports.

The work plan:

1. Numerical questionnaire

30 Questions

- 24 questions based on the SILVER ACE model ^[1].
- 3 questions suggested by the superior.
- 3 questions suggested by the subject.

The SILVER ACE Model parameters

I.Q-L	Professional proficiency. Analytical thinking and decision making. Learning ability.	E.Q	Interpersonal relations. Effective communication. Team work and collaboration.
I.Q-R	Originality and Innovation Creativity Future orientation.	V.Q	Organization skills. Reliability and obligation. Commitment to job and company.
C.Q	Flexibility and adaptation. Multitasking and pressure. Handling conflicts.	ENG	Dynamics and vitality. Action orientation.
S.Q	Planning and organizing. Time and resources management. Result orientation. Setting goal and standards.	A.Q	Motivation and ambition Persistence and resilience. Leadership. Motivating and developing others.

^[1] Dr. Dov Yanai (2013) SILVER ACE, Orion books



2. Interviewing people surrounding the subject:

Interviewing: a. Superiors

b. Peers

c. Direct reports

Asking about: a. Subject's strengths

b. Subject's weaknesses

c. Professional recommendations

The process:

1. Stage 1 - Opening session with the subject.

2. Stage 2 - Collecting superiors' questions.

3. Stage 3 - Creating a specific questionnaire for the subject.

4. Stage 4 - Interviewing all relevant people.

a. interviewing superiors, peers and direct reports.

b. filling the questionnaire with interviewees.

c. asking open questions regarding strengths and weaknesses.

5. Stage 5 - Preparing and delivering personal reports.

6. Stage 6 – Preparing and delivering summary reports to the board.

For further information:

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