

[TIVIAN]

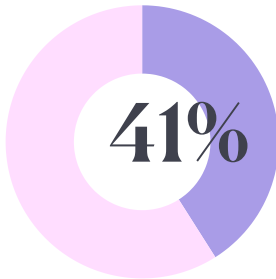
6 CLUES YOUR LEADERS NEED 360 FEEDBACK

Learn how Tivian's Leadership 360 solution transforms the employee experience.



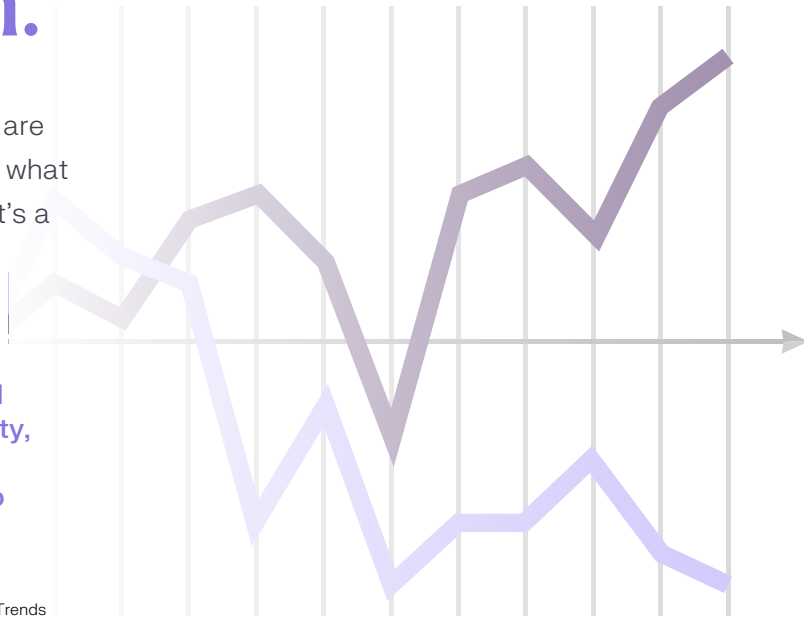
Most leaders live in a feedback vacuum.

As leaders advance in an organization, fewer people are comfortable telling them what they're doing well and what they're screwing up. In this time of rapid change, that's a disaster for business. Leaders need to know.



80% of respondents rated leadership as a high priority, but just 41% think their organizations are ready to meet their leadership requirements.

Deloitte Global Human Capital Trends



What makes Tivian's Leadership 360 solution better?

A few critical best practices need to be followed for 360 programs to drive measurable, sustainable changes. So whether you're new to 360s or updating your process, we've made it easy to set yourself up for success.

Leaders Choose & Invite Respondents



People responding to personalized invitations provide higher-quality feedback, and leaders who are able to request feedback when it makes sense for them are in a better frame of mind to engage with the responses.

Results go to leaders in real-time dashboards



Instead of waiting weeks for a stressful conversation to walk through their results, leaders can explore and process feedback at their own pace, improving readiness to participate in future coaching discussions

Integrated Shareable Action Planning



We hear it repeatedly - companies are great at asking for feedback but are terrible at acting on it. Tivian's simple, shareable action planning provides transparency and accountability in a seamless workflow, so it gets used.

Thoughtful, flexible methodologies



There isn't one way to be a great leader, so Tivian doesn't limit you to a standard set of questions. Get the correct feedback to address your priorities with question modules addressing corporate effectiveness, inclusive leadership, leading through change, employee wellness, and more.



READ ON FOR KEY CLUES YOUR LEADERSHIP TEAM COULD BENEFIT FROM TIVIAN'S LEADERSHIP 360 SOLUTION.

CLUE #1

Employees are disengaged

Recent data suggest that barely 1/5 of employees strongly agree that their leadership has a clear direction for the organization. Without that clarity, it's easy for employees to miss how their work contributes to a larger, meaningful goal. Combine that with increasing isolation from remote work, and that's a recipe for disengagement. Luckily, leadership can help.



INVESTIGATE: ENGAGEMENT



Communicating Vision

Leaders have to make time to communicate the company's vision regularly - and to connect their team's work to that big picture.



Inspirational Leadership

Employees who report feeling "inspired" are 2x as productive as those who responded "satisfied." We've identified behaviors associated with inspirational leadership to make it a learnable skill.



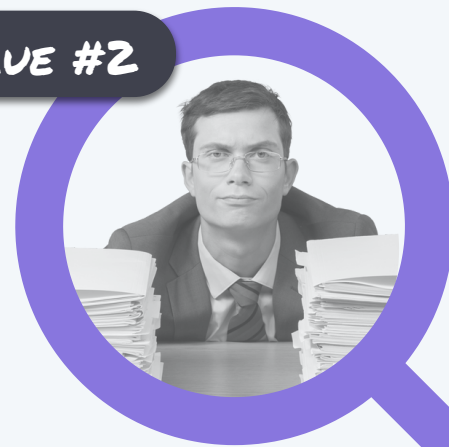
Fostering Collaboration

It turns out money isn't the top motivator - peers & camaraderie are the #1 reason employees go the extra mile at work.

We're losing market share

Innovation is the critical factor for success in today's whirlwind business world. It is not enough to have a good product or service - your team must constantly adapt to the changing needs of your customers. Unless you prioritize making space for new ideas and ways of thinking about problems, your company will get left behind.

CLUE #2



INVESTIGATE: COMPETITIVE EDGE



Customer Satisfaction

Are your leaders modeling a customer-centric ethos and how to continually improve the value provided to customers and prospects?



Innovation

Managers play a critical role in creating an environment where great ideas are born and nurtured.



Reward & Recognition

Without recognition, complacency can set in. Make sure teams feel like their wins are seen.

CLUE #3

DEI progress is stalling

We've moved past making a business case for DEI - there's no question that diverse workplaces where all employees feel a sense of belonging produce better outcomes. Most companies have programs and goals, but pay and representation inequalities persist. For the best-laid plans to pay off, organizations must acknowledge that DEI is not an "HR thing." It's an everyone thing, and that includes your leaders.

INVESTIGATE: PROMOTING BELONGING



Respect

Obvious, right? But a 2022 survey on workplace belonging showed that barely half of respondents felt they were treated fairly and respectfully.



Wellbeing

Part of belonging is being treated like a whole person. Leaders need to foster employee wellbeing to create a healthy environment.



Commitment

For systemic change to be successful, leaders must demonstrate commitment to program goals.

New initiatives are flopping

CLUE #4

Companies must grow and evolve from large-scale digital transformation to smaller process improvements to remain competitive. But whether you're an organization of 5,000 or 500,000, getting everyone onboard with new initiatives is no small feat. That's where your leadership comes in.

INVESTIGATE: BUSINESS AGILITY



Leading through Change

How your leaders communicate changes and contextualize their impact for their teams is critical for consistent adoption.



Leading by Example

It's not enough to simply pass along the substance of new initiatives. Effective leaders model and embrace the changes to support and inspire their team.

CLUE #5

Layoffs hurt morale

Layoffs can be unavoidable, especially amidst the worldwide disruption of the past several years. But no matter how necessary, their effects are felt across the company. Layoffs cause employee engagement to drop just when companies need their remaining workforce most. Strong leadership at the senior and frontline levels can make or break the success of the path forward.



INVESTIGATE: BOOSTING MORALE



Financial Strength

Employees need to feel that there is transparency around the need for layoffs and that their managers are capable stewards of financial health.



Curiosity

People will react differently in times of stress. Leaders' ability to attune to different perspectives will determine how well they can support their team.



Inspirational Leadership

Leaders need to help remaining employees continue to connect to the overall vision of the company so they're motivated to move forward.

People keep quitting

When so many people quit that the media names it "The Great Resignation," you're probably not alone. But it's still a problem - and leaders are a crucial part of the solution. Half of those who left said their manager could have done something to stop them. What would it mean to cut your attrition by half?

CLUE #6



INVESTIGATE: EMPLOYEE RETENTION



Support & Development

Harvard Business Review reports that 2/3 of people leave jobs due to lack of development opportunities - regardless of job level.



Social Responsibility

47% of younger workers are prepared to quit their job if they don't feel their company and leadership demonstrated a strong Environmental, Social, and Governance ethos.



Wellbeing

Burnout is a top driver of recent resignations. Measure how your leaders foster a healthy, sustainable environment.



No downloads. Nothing to install. Just pure Leadership.

Talk to one of our Tivian experts to get started with Leadership 360

[SCHEDULE A CALL](#)

Tivian recognizes the workplace is changing fast, and there is a need for a complete 360-degree approach to both feedback and action. Tivian provides all the tools and integrations an organization needs to attract and retain high-performing employees. Whether used alone or together, Tivian's solutions take aim at traditional feedback tools with an innovative end-to-end approach.



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