**Academic Leadership 360 Evaluation Program - 2018**

Organization Systems International (OSI) has been providing management and organizational development services and products to an international client base since 1980. One of their tools is the “Polaris 360° Survey” which is based on the OSI Polaris competency model. Their competency model is based on decades of competency research with over 60 client organizations. This research has included thousands of interviews with top performing organizations. The OSI benchmark sample includes large multinational corporations like Nike, the Walt Disney Company, ITT, Sheraton hotels, and many others. It’s currently being used by higher education institutions such as UC San Diego, Portland State, and Lipscomb University.

**Purpose**
The 360 survey provides feedback to guide leadership development. This resource will provide deans, department chairs, faculty, and staff the opportunity to provide broad, diverse, holistic feedback and input to their leadership teams.

The confidential 360 survey results display areas of agreement and divergence for OSI’s 41 leadership competencies, highlighting strengths and challenges. Using this information, leaders can create a personalized action plan for development.

**Definitions for 2018:**
Participants: Associate deans; department chairs/heads (approximately half)
Raters: Deans, selected faculty, staff, and others

**Process Overview**
The associate deans, along with half the dept. chairs/heads will be rated, usually by 15-16 different raters, on 41 competencies in seven different domains. Each rater will be sent a private, confidential link to their survey. OSI will process and compile results in aggregate format; each individual that is rated obtains a comprehensive feedback report directly from OSI. Raters can also add written comments for each person being rated.

Each domains contains a subset of 5-7 competencies which allows feedback to be very specific and targeted.

**Competency Domains**
1. Communications
2. Conceptual
3. Contextual
4. Interpersonal
5. Leadership
6. Management
7. Personal
2018 Program Timeline

February 2018 - Kick-off Sessions
Introduces participants to the OSI 360 process, develops understanding of the competencies, prepares participants to select raters, and introduces interpretation of results. Participants will be provided guidelines for orienting raters.

March 2018 - Confidential Survey
Once participants have selected raters, OSI will send individual confidential links to the raters. Raters can expect to spend an average of about 30 minutes on a survey.

April 2018 - Feedback Report
A hardcopy package including the comprehensive feedback report will be shipped to each participant and a copy to their dean. Group coaching sessions will help guide participants through interpretation, analysis, and reflection regarding their survey data. Each participant will receive an action planning guide that will be used to create a personalized action plan for development.

Participants will discuss survey feedback results, and action plans with their deans. In this way, communication, transparency and an accountability loop is maintained. Action plans will focus on development areas needed as well as ways to leverage current strengths.