

360 Degree Leadership Review Tools

Strategic Alignment - Enabling Priorities

Public

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CEO Performance Review
Committee

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Approving Officer:
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EXECUTIVE SUMMARY

At its meeting on 30 November 2021, the CEO Performance Review Committee (CEOPRC) approved the use of a 360 degree leadership review tool for the Chief Executive Officer (CEO).

A 360 degree leadership review comprises both a self-assessment and an overview of how peers, colleagues and Elected Members perceive the CEO's leadership. The purpose of 360 degree feedback is to provide the CEO with information on their leadership strengths and opportunities for improvement, which will inform any professional development or mentoring required.

After consideration of three 360 degree leadership review tools, the first tool and provider in Attachment A is recommended as the preferred option, given the contemporary and holistic approach and the close alignment with City of Adelaide's values.

RECOMMENDATION

That the CEO Performance Review Committee:

1. Authorises the use of Tool and Provider 1 as the mechanism to provide confidential 360 degree feedback to the CEO on leadership strengths and opportunities for improvement.
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IMPLICATIONS AND FINANCIALS

CEO Contract	This report contributes to the Performance Review requirements set out in Section 16 of the CEO's contract.
Consultation	Consultation has been undertaken with the CEO.
21/22 Budget Allocation	Not as a result of this report.

DISCUSSION

1. At its meeting on 30 November 2021, the CEOPRC approved the use of a 360 degree leadership review tool for the Chief Executive Officer (CEO).
2. A 360 degree leadership review comprises both a self-assessment and an overview of how peers, colleagues and Elected Members perceive the CEO's leadership. The purpose of 360 degree feedback is to provide the CEO with information on their leadership strengths and weaknesses, which will inform any professional development and/or mentoring required.
3. There are several different tools available to facilitate the 360 degree process. Given that the value of procuring a 360 degree leadership review tool is less than \$10,000, a full procurement process was not required however three tools were assessed by City of Adelaide's People Experience (PX) team to determine value for money, areas of focus and alignment with the organisation's values and expectations of leaders.
4. The three tools assessed were selected based on their alignment to our values and ability to measure aspects of performance linked to our expectations of leaders. They are also three of the most contemporary tools and have some similarities in what they measure, noting that it is difficult to compare 360 degree tools as they all measure different things. A summary of the assessment of each tool is provided at Attachment A.
5. The first tool and provider is recommended as the preferred option.
 - 5.1. This tool is contemporary, holistic and aligns to the City of Adelaide's values and the expectations of leaders as outlined in the [PX Commitment](#) statement.
 - 5.2. It is currently used by many leadership and culture professionals who deliver leadership programs that City of Adelaide participates in.
 - 5.3. This provider has a long-standing relationship with City of Adelaide which will provide important context about the strategic and operating environment and enable more meaningful and considered coaching sessions.
 - 5.4. This tool also connects with the Collective Leadership Assessment, a group leadership assessment that could be valuable for use by the whole City of Adelaide Executive team in the future. This would support alignment, consistency and integration of leadership development across the organisation.

ATTACHMENTS

Attachment A – Assessment of 360 degree leadership review tools