

STRENGTHENING LEADERSHIP EFFECTIVENESS

A 360° Feedback Engagement with Senior Leaders

BACKGROUND

A leading auto-components manufacturer partnered with Talentonic to run its first-ever structured 360° feedback initiative. The objective was clear: gain honest, multi-rater insight into the effectiveness of the senior leadership team and build a stronger foundation for leadership development.

With no existing leadership competency framework in place, the engagement also required creating a shared language for leadership—one that leaders could understand, relate to, and act upon.

THEMES FROM THE REPORTS

- Clarity drives impact** - Leaders needed a sharper understanding of what each competency truly meant and how it translated into day-to-day leadership effectiveness.
- Ratings were generous, expectations were not** - Usually managers set high standards and push for improvement but here in several cases, managers rated their reportees higher than expected—signaling comfort with current performance and limited stretch for future growth.
- Feedback muscle needed strengthening** - While intent was positive, leaders needed greater capability and accountability to give honest, developmental feedback consistently.
- Strong today, under-prepared for tomorrow** - Operational execution was a clear strength, but future readiness—planning, foresight, and succession—emerged as key development opportunities.



ENGAGEMENT

Talentonic engaged by:

- Designing a leadership competency model aligned to the business context
- Conducting a comprehensive 360° feedback survey for 23 senior leaders.
- Facilitating a report-reading workshop.
- Presented to the Managing Director an understanding of each leader in terms of strengths and development areas along with next steps from a career and development standpoint.
- Recommended next steps to improve the feedback muscle within the organization.

IMPACT

-  Talentonic provided the organization with a structured format and framework for multi-rater assessment for leadership development.
-  The engagement delivered clear action plans for both individual leader development and broader organizational improvement.
-  Organization-wide conversations on succession planning and talent readiness
-  The leadership team embraced the findings, acknowledged areas for growth, and committed to an action plan for moving forward.