

## Voices®: 360 Feedback & Interpretation Workshop

### COMPETENCY-BASED FEEDBACK TOOLS TO HELP YOU CREATE AND DELIVER CONFIDENTIAL, TIMELY AND ACCURATE 360 DEGREE FEEDBACK

#### Interpretation and Coaching:

This workshop prepares feedback providers to analyze Voices feedback and provide feedback facilitation sessions for 360 recipients and is the required Voices® certification workshop. This workshop does not provide detailed training or planning time for such topics as preparing the way for 360 in your organization, planning and implementing your 360 initiative, or integrating a developmental approach in your organization to realize real benefit from your 360 initiative. We provide customized, on-site Voices® workshops for this purpose. We also offer an Advanced Voices® Coaching workshop in our public schedule that addresses more advanced coaching topics, and introduces relevant coaching theory and best practices.

- **The Implementation Process – Organization Level:** We'll review high-level best practices for implementing Voices® 360 in your organization
- **Learn through experience:** Complete your own 360 and receive your feedback and coaching as part of the session
- **Reading and interpreting feedback:** You will be a real-life learner; we'll use the actual 360 tool and your feedback reports to help you learn how to interpret feedback data
- **The Implementation Process – Coaching Sessions:** You'll get tips on preparing for your feedback sessions, and best practices

- **Giving and Receiving Feedback:** You'll learn to derive patterns from the data and how to anticipate Learner responses. And we'll train you to coach for effective development applying the various development tools with your learner.

#### COURSE SUMMARY:

Two-day course in St. Davids, PA, 9am-5pm. Also, plan to spend 1 hour with a Lominger coach the evening before or after the first day (TBD) for your personal 360 feedback session.

#### REGISTRATION 6-WEEKS PRIOR REQUIRED:

This course requires you to register at least 6 weeks prior to the course to allow for completion of your 360 feedback survey.

#### COURSE FEE:

\$2,000 plus materials and 360 processing (billed separately by Lominger). Logistical details will be sent with your registration confirmation. Registration form below.

#### ON-SITE CUSTOMIZATIONS:

For your convenience, we can customize and supplement this workshop at your location, providing a planning & implementation vehicle for your organization. Customizations include: planning to implement 360 in your organization with time spent in actual project planning, creating organizational development support and skills post-360, ensuring real payoff from your 360 initiative, and more.

If you would like more information, please email [info@catalystcsc.com](mailto:info@catalystcsc.com) or contact Associates: Julia Wagner (215-699-6976), or Dianne Whittaker (302-762-8823).



# Voices®: 360 Feedback & Interpretation Course Registration

Indicate which date you will be attending:  May 9-10 (registration deadline: 4/4)  July 18-19 (registration deadline: 6/5)

**Course Fee** \$ 2,000.00      **Materials Fee** \$ 500 estimated + S&H and Taxes      **Total Due Upon Registration:** \$ 2,000.00  
\*Materials will be billed directly by Lominger – credit card information required below\*

**Materials provided for the course include:** Voices® 360 Feedback & Interpretation Certification Manual, and Research Guides, plus your 360 feedback survey administered by the Lominger Global Survey Center. **Bring with you:** the following materials provided in the pre-requisite LEADERSHIP ARCHITECT® 101 course: Career Architect Development Planner Book (4<sup>th</sup> Edition), FYI For Your Improvement™ Book (4<sup>th</sup> Edition), The Leadership Machine Book, 100 Things You Need To Know Book, Career Architect® Development Placemat, Broadband Talent Management Book and Coaching Reference Guide. Note: attendees may not share materials. Each attendee is required to have the most current products in the workshop; if you do not have the above listed editions, you will need to order them. Prices do not include applicable sales tax, shipping and handling on the workshop materials.

NAME \_\_\_\_\_ ORGANIZATION \_\_\_\_\_  
TITLE \_\_\_\_\_ DEPARTMENT \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_  
PHONE \_\_\_\_\_ FAX \_\_\_\_\_  
EMAIL \_\_\_\_\_ LOMINGER ASSOCIATE: \_\_\_\_\_

Please indicate below how you learned of these workshops and certifications:

Lominger web site [www.lominger.com](http://www.lominger.com)       Catalyst CSC website [www.catalystcsc.com](http://www.catalystcsc.com)       Post-card mailing       Personalized letter  
 Professional organization newsletter Indicate: \_\_\_\_\_       Other Indicate: \_\_\_\_\_

### Workshop Payment Instructions:

**Forms:** Check only payable to Catalyst Consulting  
**Payment Due:** With registration form, 6 weeks prior to workshop dates to allow for 360 surveys.

### Materials Payment Instructions:

**Credit Card Only:** Materials will be billed to your credit card by Lominger, Inc. Please provide billing information below.

**CREDIT CARD:**       VISA       MASTERCARD       AMERICAN EXPRESS

ACCOUNT NUMBER \_\_\_\_\_ EXPIRATION DATE \_\_\_\_\_

CARD HOLDER NAME \_\_\_\_\_

CARD HOLDER SIGNATURE \_\_\_\_\_

**Fax registration forms:** print, fill out and fax your form to 215-699-6977 to hold your spot in workshop. Enrollment is confirmed upon receipt of payment.

**Mail original with check** (payable to Catalyst Consulting): Catalyst Consulting, 1417 Tanglewood Drive, North Wales, PA 19454