



## 360° Feedback in Real Time

### Face-to-Face™

The time has come to get out from behind the curtain of anonymous surveys and start dealing with one another in a direct, effective and real manner. Create a culture of clarity that cascades throughout the organization and unleashes the fullest potential of everyone in it.



### On-going

We perform routine maintenance on our cars to ensure good performance so why do we expect our work relationships to run well without taking the time to “tune-up” them up?

The ability to give and receive feedback is a cornerstone of high performing teams -- when we just “let things go”, relationships can become filled with friction resulting in high stress levels, low productivity and low personal satisfaction.

Nothing is more effective in clearing up a relationship than having honest, constructive conversations at work.

- ☑ Improve individual and leadership team performance
- ☑ Increase the flow of intellectual capital throughout the organization
- ☑ Cultivate a proficiency to provide feedback in real time
- ☑ Develop a competency for having courageous conversations
- ☑ Expand the facility to speak with compassion, kindness and directness
- ☑ Strengthen the capacity for reflection, self- humor, and humility

Face-to-Face™ is a transformative experience that will foster candor, confidence, and camaraderie throughout your organization.

**DILLONMARCUS**  
EXECUTIVE RETREATS

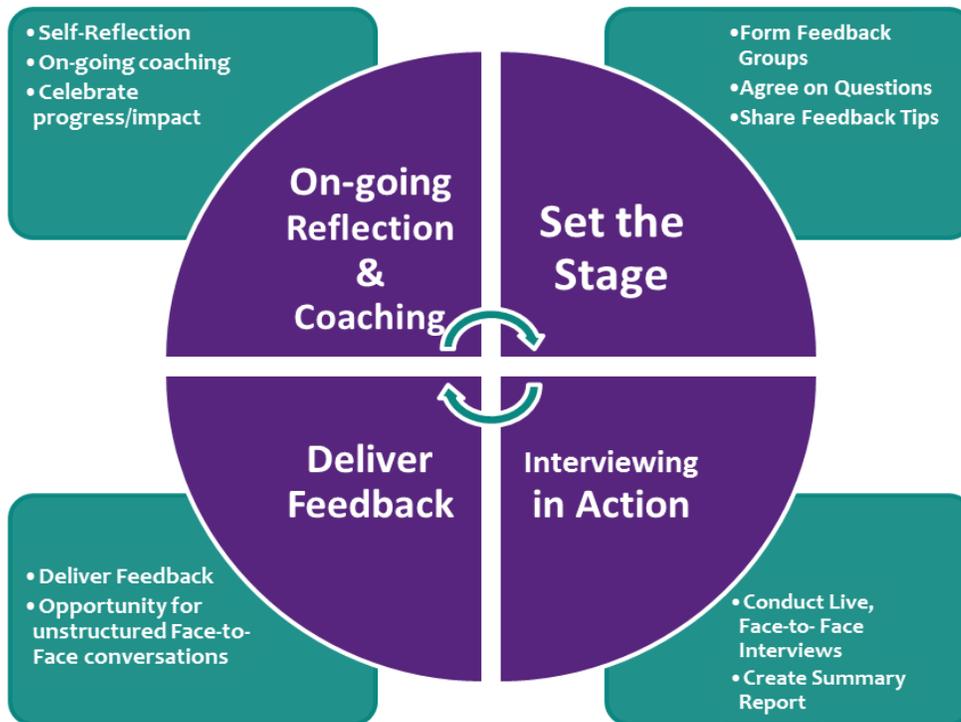
856.667.4641 • [www.DillonMarcus.com](http://www.DillonMarcus.com)  
©DillonMarcus 2015. All rights reserved.



# 360° Feedback in Real Time

## HOW IT WORKS

Face-to-Face™ is a live 360° process where team members collect data on each other in real-time and provide feedback Face-to-Face™. It kicks off with a 1 or 2 day retreat, followed up by a three hour post-retreat and continues with on-going coaching.



## WHY IT WORKS

Face-to-Face™ works because there is a shared vulnerability and a level playing field. Face-to-Face™ expands the capacity for having courageous conversations and builds the pathways for being more self-aware & authentic – critical skills for every leader.

## Candid Relationships = High Performance

People are our most valued resource but it's the quality of the communication that determines our collective performance. We are each other's mirrors, reflecting each other in deep and profound ways. To the extent we can learn to share openly, honestly and compassionately with one another, we heal each other and create more possibility. We believe that organizational 'brilliance' is directly related to the honest sharing of ideas, frustrations, and desires. How capable is your team at having real conversations in real time?

**DILLONMARCUS**  
EXECUTIVE RETREATS

856.667.4641 • [www.DillonMarcus.com](http://www.DillonMarcus.com)  
©DillonMarcus 2015. All rights reserved.