



**Greater Orlando Organization Development (GOOD)
Network Meeting**

**360° Feedback--Making heads spin or heading in the
right direction?**

**Friday, April 23 - 8:30am-12:30pm
At Universal Orlando**

**Training Room C, B-III Human Resources Building
(directions below)**

Key Topics for Discussion

(To be facilitated by Carol Emmett, Communication Applications, Inc)

- 360s for appraisal or development? The great debate – what’s your decision?
- 13 common reasons 360 feedback processes fail
- Build or buy – which is the best way to go for YOUR organization?
- Considerations for designing a strong 360 tool
- How to choose the best off-the-shelf 360 feedback instrument/process
- Designing your own feedback instrument – a checklist and lessons learned from others who have done it
- Examples of instrument design – the good, the bad and the ugly
- Reporting feedback -- what works and what doesn’t
- Results and behavior change – can we “get the horse to drink”?
- How 360 works at Universal -- case study and discussion shared by Universal’s Management and Organization Development Team



How to Get to the Human Resources Building at Universal Orlando

PLEASE NOTE. You will need your driver's license to enter. The security guard will exchange your license for a visitor's security ID. The exchange will be reversed when you leave and, no, you can't keep the security ID badge.

1. From **I-4**, take the **Kirkman Road (North)** exit
2. Turn **left** at the **second** light onto **Vineland Road**
3. Turn **left** at **Turkey Lake Road**
4. Turn **left** at the **first** light onto **Universal Plaza Blvd.**
5. Turn **left** at the **stop sign** and **park** anywhere in the large parking lot
6. Walk to the **1-story blue and yellow building** with the white Human Resources sign
7. Enter the lobby and exchange your driver's license for a visitor's badge.

PLUS SOMETHING EXTRA!!

For those of you who are brave souls, we can ride **The Hulk** after the meeting, so wear comfortable shoes!