# STRONG LEADERS DRIVE TRANSFORMATION

Successfully develop leaders
through leadership feedback.

Managing in a more complex world

Organizations need to adapt, not just to survive, but to thrive in today's business world. Across every sector, volatility, uncertainty, complexity, and ambiguity (VUCA) means management needs to focus on developing employees and leaders with the right skills and attributes to build successful teams. Failure to nurture the right leaders at all levels and organizations will become irrelevant, less profitable, and unable to attract or retain top talent.
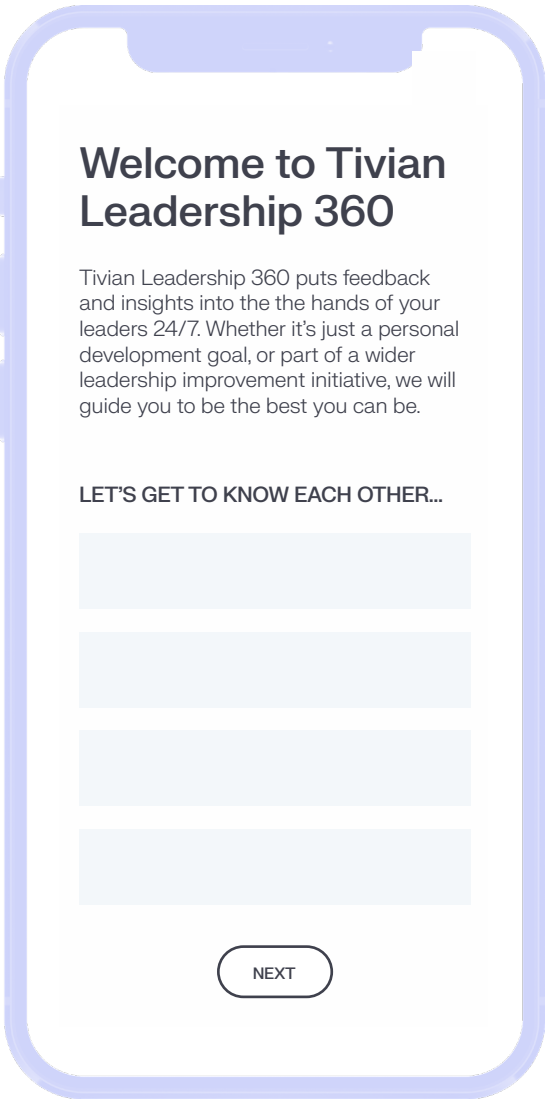
64%
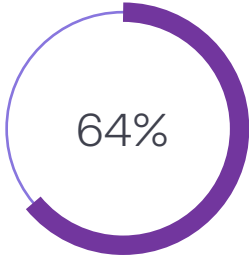
64% of CEOs said developing next gen leaders was one of their top 10 challenges

- Global Leadership Challenges 2018[1]

80%
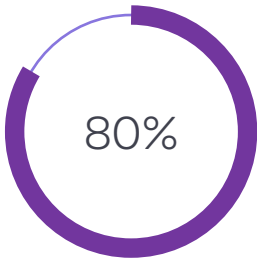
80% of respondents rated leadership as a high priority, but just 41% think their organizations are ready to meet their leadership requirements.

- Deloitte Global Human Capital Trends[2]

Welcome to Tivian Leadership 360

Tivian Leadership 360 puts feedback and insights into the the hands of your leaders 24/7. Whether it's just a personal development goal, or part of a wider leadership improvement initiative, we will guide you to be the best you can be.

LET'S GET TO KNOW EACH OTHER...

NEXT

1
https://www.ddiworld.com/glf2018/ceo-challenges

2
https://www2.deloitte.com/content/dam/Deloitte/ro/Documents/HC_Trends_2019_C_TT-FFF-06291_ro_2019_General_Document_en.pdf?nc=1&utm_campaign=HC_Trends_2019_C_TT-FFF-06291_ro_2019_General_Email_en&utm_medium=email&utm_source=Eloqua

Developing leaders at all levels

Feedback is critical to developing high-performing leaders. It highlights individual progress, identifies areas for improvement, uncovers blind spots in skills, and measures training effectiveness. However, traditional 360-degree methods of collecting leadership feedback are resource and time-intensive, meaning that HR teams have to prioritize their activities on a narrow group of higher-level executives. In these settings, feedback is centralized and calendar-driven, not open to all, not democratized, and not on-demand. This stifles the opportunities to develop and progress.

At the same time, employees want to develop; fail to invest in their careers and they'll leave, increasing skills shortages and holding back transformation. Research backs this up. For example, 44% of employees felt that their company doesn't sufficiently value their development.

Old-style approaches may suit hierarchical organizations, but don't deliver in today's dispersed, project-based businesses as they embrace modern ways of working. With senior management focused on leadership development, HR has to transform its methods to meet the needs of a rapidly changing business world.

[TIVIAN]

| SELF ASSESSMENT | 4 | MANAGER | 4 | TEAM | 3 |

CATEGORIES
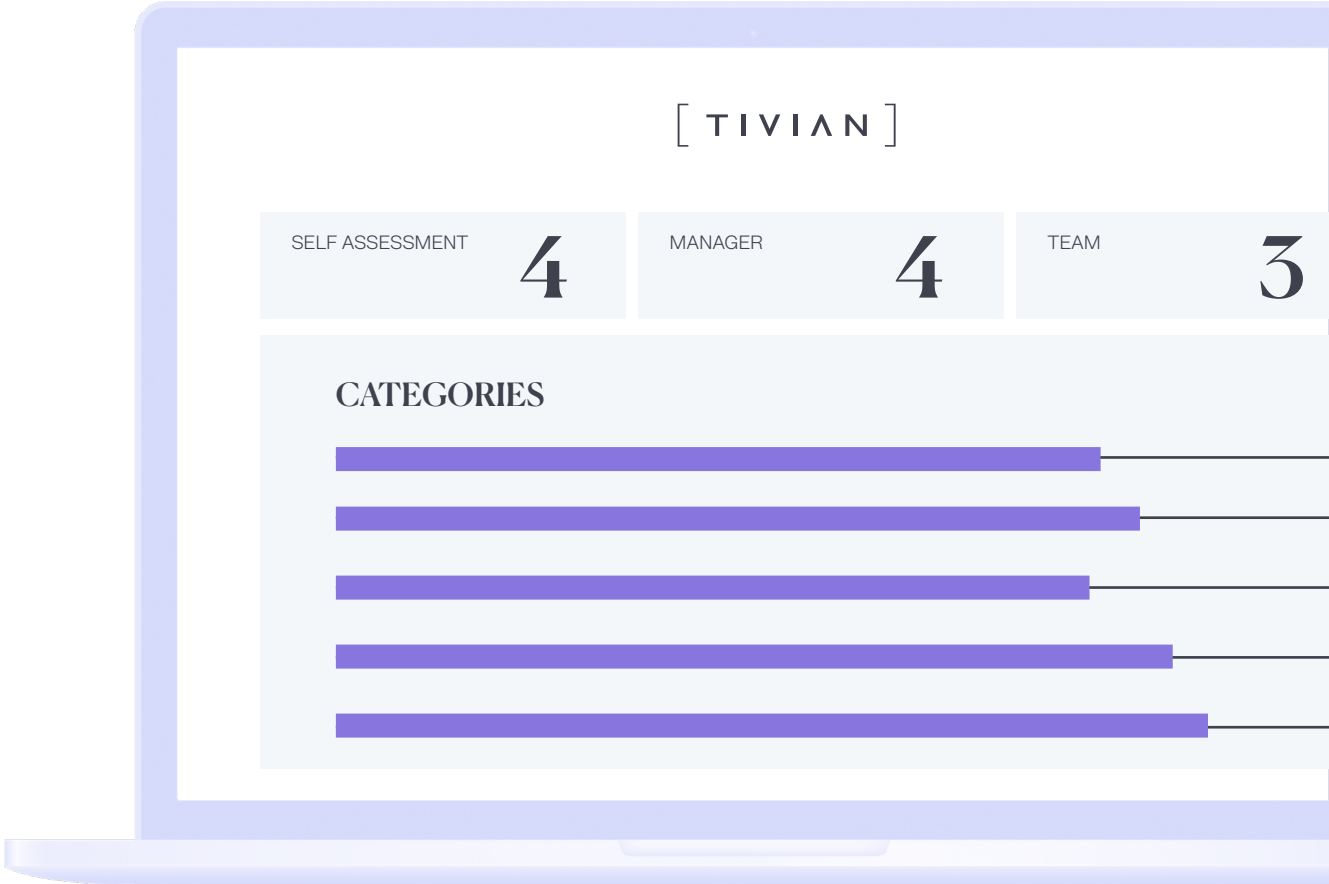
Tivian Leadership 360

Democratizing leadership development

Tivian Leadership 360 brings the power of 360-degree feedback to leaders at all levels. Leadership 360 is a powerful, self-service multi-rater tool that enables manager-driven, on-demand feedback. Available in Basic and Enterprise Editions, it has been developed through Tivian's proven experience in helping businesses transform their results by acting on feedback insight.

DEVELOPMENT FOR ALL
Builds leadership skills across the organization, creating a focus on continuous learning and improvement
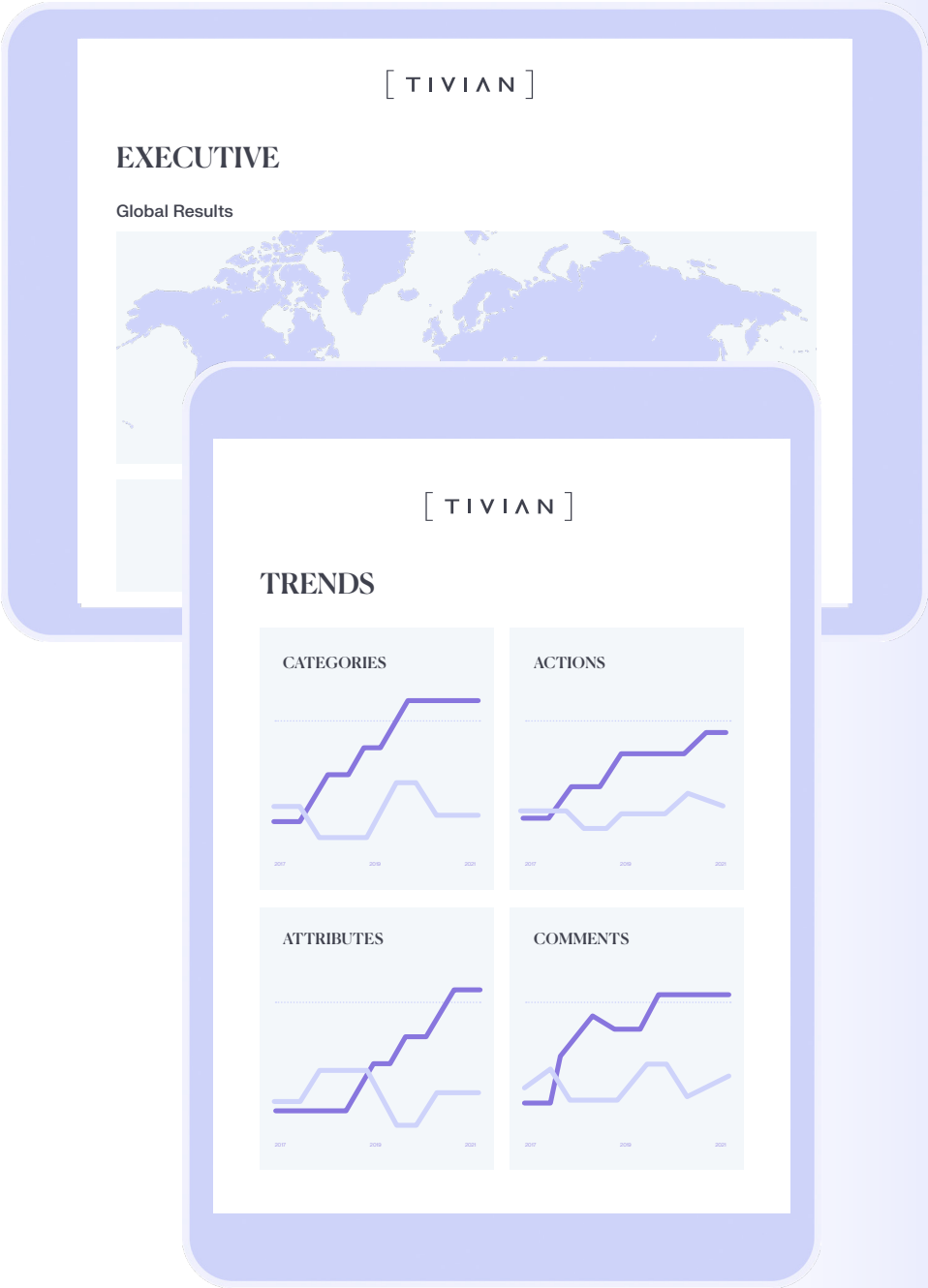
SELF-SERVICE
Places leaders at all levels in control of their development, aiding retention

BEYOND HIERARCHIES
Created for modern ways of working in non-hierarchical organizations

RAPID ROI
Effective and efficient, for leaders and HR

Leadership at all levels

Key features of Tivian Leadership 360

Put leaders in control through self-service

Give leaders the ability to get feedback from different groups of people on their leadership.

- Centrally defined process and methodology
- Intuitive and easy to use
- Clear, understandable insights through dashboards and downloadable reports
- Enterprise Edition: completely tailor feedback to your business, its values, and its unique leadership competencies

Made for modern organizations and new ways of working

Match the changing leadership needs of business. Just pick Enterprise Edition, and we make sure that every voice matters and makes a difference.

- Develops at all levels in both traditional hierarchies and cross-functional teams
- Tried and tested 'blue collar' features to capture crucial insight from people without email addresses

Close the loop with built-in guidance

Use out-of-the-box recommended improvement actions to identify development opportunities.

- Enterprise Edition: Completely integrate with your development program for comprehensive, yet personalized, action suggestions
- Enterprise Edition: Unique ideation workflow to unleash the power of your people

Centralized HR control and oversight

Don't spend hours on admin. Track adoption, identify trends and understand the top strengths and development opportunities for all your leaders.

- Live updates on your leadership across the organization
- Fully secure and GDPR compliant
- Increased automation through fast integration with existing HR systems
- Embeddable within your systems and processes, giving you back some of your most valuable commodity: time

Get value fast for every size of business

Tivian Leadership 360 works out of the box, saving time and money.

- No specialist skills or resources required
- Flexible and extendable
- Support company-specific leadership development frameworks as required
- Enterprise Edition: Scale to any size of organization with results comprehensively tailored to your business

Case study

Driving Cultural change through Feedback

TRANSFORM LEADERSHIP CULTURE THROUGH FEEDBACK - RAG

RAG AG is Germany's largest coal mining corporation, but has been downsizing since 2007 to meet government goals to end mining in the country, a process that finished in 2018.

It uses Tivian software to collect and analyze leadership development and evaluation feedback. This aims to answer two key questions:

1. How can individual examples of good leadership and communication be identified and rewarded?

2. How are general organizational and leadership strengths and weaknesses derived from these results, and used to create an integrated organizational development strategy?

That was a real challenge in a large enterprise which employed over 40,000 people. Since RAG began collecting and acting on leadership feedback with the help of Tivian a fundamental change in leadership culture has been achieved. Thanks to feedback and dialogue, and the organizational development measures taken as a result, RAG has successfully decoupled the organizational and performance environment from the company's challenging circumstances.

Learn more

Learn more about Tivian's solutions and how they can help you develop a truly high performing, inclusive culture.

Simply click here to find out more.

Comparing basic and enterprise editions

Feature overview

	Basic	Enterprise
Self-service portal	◆	◆
Multi-rater support —including external raters	◆	◆
Comprehensive dashboard and downloadable reports	◆	◆
Automatic recommended improvement actions and collaborative action management	◆	◆
Multi-language support	◆	◆
Personalisation with own logo, questions and leadership model		◆
Integration into own business systems and processes		◆
Automated and configurable rater-group selection		◆
Executive dashboards for central HR		◆
Survey support for employees without email		◆
Crowd-source ideation and action management		◆
Access to Tivian Leadership Experts		◆

[TIVIAN]

LET'S TALK.

The intelligent experience management leader

Through advanced analytics and cutting-edge AI technology, Tivian helps great organizations capture and harness experience data to drive business listening, deeper insights, and better decision making. Tivian's intelligent experience management platform increases corporate effectiveness and enables a smarter business world, empowered by insight. Built on 20 years of experience in enterprise feedback management, Tivian provides over 400 customers in 35 countries with the ability to take action and achieve their objectives.

Reach out for more information here:
https://www.tivian.com/us/contact-us