Management feedback

The advantages of **management feedback** with Rogator:

- High degree of automation with Rog360
- Questionnaire creation and methodical consulting
- Consulting and support for your advanced communication (flyers, mailings etc.)
- Overall report and individual reporting for each manager
- Advice on the follow-up process
- Maximum data protection through our certified server landscape without access or interfaces by third parties

What is the leadership competence and performance in your company?

Developing managers in a targeted manner requires your managers to measure their leadership competence and performance as well as the implementation of your competence model and leadership guidelines. We will be glad to support you in this!

Would you like to know which way to go?
Targeted development of managers - increasing the success of your company

Good leadership style is a key factor for your company's success and leads to increased employee motivation and satisfaction, higher employer attractiveness and cost reduction. It is therefore relevant for success to evaluate the leadership culture as well as the implementation and effectiveness of your leadership guidelines and competence models.

Our experts will be glad to support you in implementing and carrying out your management feedback. They will be at your side for all conceptual, content-related and organisational questions.

Together with you, we develop the optimal questionnaire for your competency model and leadership guidelines and, at your request, support you during the entire survey project.

Benefit in all project phases from our efficient and powerful Rog360 software, which allows you to carry out all phases of your management feedback automatically and conveniently.

Thus, your survey project can be implemented quickly and efficiently even with very complex organisational structures.

In so doing, we guarantee maximum data protection. We do not involve any external providers and manage your data exclusively on our certified server environment in order to guarantee the protection of your sensitive data at all times. We also ensure anonymity in the evaluation process, among other things by means of anonymity thresholds.

360-degree feedback

Your advantages with a **360-degree feedback** with Rogator:

- Individual feedback and feedback at a higher level
- Time and cost advantages through the automation of the essential process steps with our Rog360 software
- High flexibility through freely definable project parameters
- Report content and layout according to customer requirements and in different languages
- Various and flexible anonymity thresholds for the feedback provider groups

Extended management feedback with various perspectives

Our 360-degree feedback gives your managers a differentiated picture of your leadership behaviour from the perspective of employees, superiors, colleagues and external customers. These internal company benchmarks allow your managers to classify their leadership behaviour in the context of the company as a whole, making it easier to identify and implement optimization potential or derive measures.

360-degree feedback - unbiased all-round vision
Holistic feedback processes - targeted manager development

Various feedback provider groups can be included in management feedback, such as the manager's subordinates, the supervisor, colleagues or external persons who are in contact with the manager. Depending on how many different groups you want to include in the feedback, this is called 90°, 180°, 270° or 360° feedback.

In addition to the external assessment of the feedback recipient, the manager also carries out a self-assessment in order to identify hidden strengths or previously underestimated development needs by comparing these two perspectives. This gives you a comprehensive overall picture as a basis for the targeted and regular development of your managers.

Topic in management feedback:

- Leadership
- Embodiment of corporate values / culture
- Communication and information
- Appreciation / recognition / motivation
- Management of task completion / delegation
- Support of personal development
- Professional competence
- Strategic / entrepreneurial thinking
- Customer orientation
- Performance orientation and review
- Critical and conflict behaviour
- Decision-making behaviour / ability
- Willingness to change / competence
- Time management
- Learning ability