



How to get the *most* out of
360° FEEDBACK

A CFI GOOD PRACTICE GUIDE

About CFI

Coaching Foundation India Limited (CFI) is India's first institution dedicated to executive coaching. Its founding purpose is to create world class coaching professionals and offer comprehensive training and advisory solutions to individuals and organizations.

With businesses experiencing both unprecedented opportunities for growth and competitive pressures in equal measure, many executives now find themselves in new roles and company cultures that require managing more efficiently than ever before. In situations such as these, executive coaching acts as a catalyst to lift individuals and teams alike to their highest potential. Having completed over 600+ coaching engagements for leading global and Indian organizations, CFI has built deep insights into what constitutes coaching effectiveness.

This good practice guide is a result of these research insights. Through this guide, CFI aims to foster an appropriate application of coaching so that its' integrity is maintained.

About this guide

This guide is meant to help leaders in Human Resources, Learning & Development and Talent Management who use 360° assessments as part of their assessment toolkits, to enhance the effectiveness of this tool.

The research and publication effort for this guide was led by Mr. Anand Kasturi. Anand is an experienced and award-winning Consultant Trainer and CFI Coach, with 30+ years of experience in leadership training with a focus on customer centricity / services management. He partners with clients from top notch organizations across the globe to provide training and coaching solution.

He runs his own consultancy which offers a tool – 360° change magic that provides 360° feedback solutions to clients on an online platform.

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