

ONLINE


01 JAN 2025 - 31 DEC 2025







360-degree Assessment and Executive Coaching for General Service Staff – Three Sessions (2025)


CAREER ADVANCEMENT

MANAGEMENT

LEADERSHIP



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| LANGUAGE English | DURATION 300 minutes | ENROLL BY 31 Dec 2025 | PRICE 1,005 USD | LOCATION ONLINE | TARGET UN Only |

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Are you seeking to enhance your personal effectiveness and unique leadership traits? One of the most useful ways to do it is to embark on a comprehensive 360-degree assessment and coaching experience in order facilitate your professional growth.

The 360-degree assessment will contribute toward the strengthening of your insight regarding the perception held of you and your engagement within your working environment. These will be augmented and contextualised through Three executive coaching sessions, which will also allow for the outlining of concrete steps with which to harness your strengths, and mitigate your weaknesses based on the 360-degree assessment results.

Introduction

What is a 360-degree assessment?

The 360-degree assessment is a process that allows the opportunity to receive a holistic and comprehensive view of your leadership and management style, gathering feedback from people you work and interact with on a regular basis. Usually, it's based on feedback provided by your direct reports, your peers and supervisor(s), other stakeholders whose feedback you may value, and also includes your self-evaluation.

What will you learn by reading your feedback?

This is a question that typically comes to mind. We know that receiving feedback can feel a little bit daunting, however, as the 360-degree assessment report in this case is only used for developmental purposes, feedback is there to support you and to shed light on your strengths, which you may not be fully aware of, as well as your development areas and your blind spots.

Objectives

1. **Increase self-awareness:** Participants will gain a deeper understanding of their strengths and areas for improvement through a 360-degree assessment and individualized feedback from colleagues.
2. **Improve leadership skills:** Participants will identify specific leadership and management competencies to develop through the analysis of 360-degree feedback and coaching sessions.
3. **Foster personal growth:** Participants will engage in self-reflection and identify actionable goals for personal and professional development based on the 360-degree assessment results.
4. **Enhance communication skills:** Participants will practice active listening and constructive dialogue during coaching sessions, with a focus on addressing feedback from the 360-degree assessment.
5. **Apply feedback effectively:** Participants will learn how to analyze and interpret feedback from the 360-degree assessment, and develop strategies to implement change based on this feedback.
6. **Strengthen teamwork:** Participants will explore their impact on team dynamics and identify ways to enhance collaboration and communication with team members based on the 360-degree assessment results.
7. **Increase emotional intelligence:** Participants will gain insight into their emotional self-awareness and social awareness, and develop strategies to enhance emotional regulation and relationship management skills through the analysis of 360-degree feedback.
8. **Develop a growth mindset:** Participants will embrace a learning orientation, view feedback as an opportunity for growth, and be open to exploring new ideas and perspectives during coaching sessions.

These learning objectives can help guide participants through the 360-degree assessment and executive coaching process, ensuring that they focus on personal growth, leadership development, and improved performance within their roles.

Course methodology

This activity consists of two interlinked components:

1. 360-degree assessment
2. Executive coaching

1. Our 360-degree assessment

The UNSSC has developed the **"UNSSC Workplace Insights 360"**, specifically created for General Service staff, and any other UN staff without any managerial and supervisory responsibilities.

Alignment: Specifically tailored and aligned to the domains of:

- Connection, exploring the following areas of focus:
- Openness
- Inclusion
- Team work
- Respect and Empathy
- Action:
- Managing Activities
- Decisive Action
- Inspiration:
- Resilience
- Personal Impact
- Learning and Growth
- Drive
- Intellect:
- Grasping complexities
- Innovative Thinking
- Specialist Knowledge

Cross-mapping: To further ensure validity and further contextualisation to UN realities, the characteristics and dimensions examined within this assessment are also cross mapped with:

- [The Values and Behaviours Framework](#);
- [The UN Leadership Framework](#)

Raters: Feedback in the **UNSSC Workplace Insights 360-degree Assessment** is requested from various categories of raters:

- The self
- Peers
- Supervisor(s)
- Other
- Relevant external stakeholders.

NOTE: ANONYMITY AND CONFIDENTIALITY OF THE 360-DEGREE ASSESSMENT PROCESS

- The standard set-up for a 360-degree assessment is that the feedback provided from the raters is anonymized to guarantee the psychological safety of all involved, with the exception of the supervisor's category, **whose feedback is always identifiable**.
- Should the client require a different set-up, this will need to be defined and agreed upon prior to the beginning of the 360-degree assessment process.
- This 360-degree assessment process is not aimed at performance management: it is a developmental tool instead.
- The 360-degree assessment report is normally confidential and only delivered to the participant directly, and to their assigned coach.

2. Executive coaching: Three individual coaching sessions of 60 minutes (inclusive of 360-degree assessment debriefing)

- The coaching session will entail the executive coach undertaking a specific debrief of the 360-degree assessment results, allowing for interpretation and contextualisation;
- UNSSC is in charge of selecting the appropriate coaches and pairing them with each coachee/participant;
- As a standard set up, the sessions and their outcome are confidential between the coach and the coachee. Should any different set-up be required, it will have to be agreed upon prior to the start of the activity.
- Our coaches are proficient in debriefing this specific 360-degree assessment.
- Both the 360-degree assessment and the executive coaching are in English.

Course contents

Please be aware of our coaching policy on scheduling, rescheduling, cancellation and no-show of sessions:

Procedure and scheduling of the coaching session:

- The time of the coaching meetings will be determined by the coach and client based on a mutually agreed upon time.
- Coaches will make a minimum of two attempts in writing to communicate with the client to schedule the session.
- If the coaches' efforts do not successfully result in the scheduling of the session, UNSSC will make contact with the client and advise on a deadline for the replying and scheduling of the session in order to avoid forfeiting a session.
- If the above efforts do not result in a coaching session being scheduled and completed within the agreed time frame, the client will forfeit a coaching session.

Cancellation of sessions and no-shows

- Coachees must give their assigned coach 24-hour cancellation notice prior to their scheduled session.
- Coachees are allowed a maximum of two cancellations per coaching session.
- In the event that participants have exhausted the allowance of re-scheduling their sessions, or they no-show or cancel their session with less than 24 hours' notice, the coachee will forfeit a session.
- Exceptional circumstances will be dealt with on a case-by-case basis by the coach and coachee.

Target audience

This activity is open to UN general service-level staff from across the United Nations system.

Please note that the activity will start at the end of each month after your enrolment.

In order for us to better tailor the coaching offer to your needs, kindly reply to these questions in the "Motivation" field when you enrol online:

- Have you ever been coached before?
- Have you ever taken a 360-degree assessment?
- If you have been coached before as part of one of our programmes, would you like to be assigned to the same coach?

Cost of participation

The activity fee is \$1,005 for the 360-degree assessment and its debriefing over three coaching sessions of one hour each.