

ONLINE

01 JAN 2025 - 31 DEC 2025

# 360-degree Assessment and Executive Coaching for Professionals – Three Sessions (2025)

Career advancement Management Leadership



**LANGUAGE**  
English



**DURATION**  
300 minutes



**ENROLL BY**  
31 Dec 2025



**PRICE**  
1,305 USD



**LOCATION**  
ONLINE



**TARGET**  
UN Only

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Are you looking to elevate your leadership and management skills? Take your professional growth to the next level with a comprehensive 360-degree assessment and coaching experience.

The 360-Degree Assessment offers valuable insights into how others perceive you and how you engage within your work environment. These insights are further enriched and contextualized through three Executive Coaching Sessions, where you will develop actionable steps to harness your strengths and address areas for growth based on the assessment results.

## Introduction

### What is a 360-degree Assessment?

A 360-degree Assessment is a process designed to provide a holistic and comprehensive understanding of your leadership and management style. It gathers valuable feedback from the people you regularly work and interact with, including your direct reports, peers, supervisors, and other stakeholders whose perspectives you value. The process also incorporates your own self-evaluation, offering a well-rounded view of your professional behaviours and impact.

### What can you learn from your feedback?

This is a common question. While receiving feedback can feel intimidating, it's important to remember that the 360-Degree Assessment report in this context is used solely for developmental purposes. The feedback aims to support your growth by highlighting your strengths—some of which you may not even be aware of—along with areas for improvement and potential blind spots. This insight serves as a foundation for self-awareness and targeted development.

# 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 analyse 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. 360-degree Assessment

UNSSC has developed the "**UNSSC Leadership Pathway 360**," specifically created for managers and leaders from the P3 to the P5 level, and any other UN staff with managerial and supervisory responsibilities.

· **Alignment:** Specifically tailored and aligned to the domains of:

- Transforming Cultures, exploring the following areas of focus:
  - Strategic Planning
  - Change Leadership
  - Driving Inclusion
  - Partnership Building
- Leading Others, exploring these areas of focus:
  - Communication
  - Decisive Analysis
  - Performance Management
  - Empowering Relations
  - Developing Talent
  - Managing for Innovation
- Personal Effectiveness, exploring these areas of focus:
  - Personal Resilience
  - Visibility and Impact
  - Respect and Humility
  - Professional Standards
  - Inspiring Drive
  - Executes Delivery

**Cross-mapping:** To further ensure validity and contextualization 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 Leadership Pathway 360-degree Assessment** is requested from various categories of raters:

- The Self

- Peers
- Supervisor(s)
- Direct Reports
- Other
- Relevant External Stakeholders

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

As part of the 360-degree assessment, the feedback provided by raters is anonymized to guarantee the psychological safety of all involved, with the exception of the supervisor, **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.

The 360-degree Assessment process is not aimed at performance management; it is a developmental tool.

The 360-degree Assessment report is normally confidential and only provided to the participant and their assigned coach.

**2. Executive Coaching: Three Individual Coaching Sessions of 60 minutes (inclusive of 360-degree Assessment debriefing)**

In the coaching session, the executive coach will summarize and interpret the 360-degree assessment results, allowing for interpretation and contextualization;

UNSSC is in charge of selecting the appropriate coaches and pairing them with each coachee/participant.

Coaching sessions are normally confidential. If an alternative arrangement is needed, it must be mutually agreed upon before the sessions begin.

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 2 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 Professional-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 \$1,305 fee includes the 360-degree assessment and its debriefing over three coaching sessions of one hour each.