UNITED NATIONS SYSTEM STAFF COLLEGE

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ONLINE

01 JAN 2026 - 31 DEC 2026

# 360-degree Assessment and Executive Coaching for General Service Staff – Five Sessions (2026)

LeadershipManagementTeam Building



| LANGUAGE | DURATION | ENROLL BY | PRICE | LOCATION | TARGET |
|---|---|---|---|---|---|
| English | 300 minutes | 09 Dec 2026 | 1,405 USD | ONLINE | UN Only |

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Are you looking to enhance your leadership and strengthen your professional impact? Through a comprehensive 360-degree Assessment and personalized executive coaching sessions, you will gain the insights, tools, and support needed to accelerate your growth.

The 360-degree Assessment provides a holistic view of your leadership by gathering feedback from supervisors, peers, and team members. This multi-perspective approach helps you uncover blind spots, validate your strengths, and better understand how your behaviours influence others. Your coach will help you interpret and apply these insights, identifying clear actions to build on your strengths and address areas for development.

This process fosters greater self-awareness, confidence, and effectiveness in your leadership practice, empowering you to lead with clarity, authenticity, and purpose.

## Introduction

**What is a 360-degree Assessment?**

A 360-degree Assessment provides a comprehensive view of your leadership and management style by gathering feedback from the people you work and interact with regularly. It includes perspectives from your supervisor(s), peers, direct reports, and other key stakeholders whose input you value, as well as your own self-assessment. This process allows you to see how your leadership behaviours and approaches are perceived across different levels of your professional environment.

**What will you learn from your feedback?**

It is natural to feel a bit apprehensive about receiving feedback. However, the 360-degree Assessment is designed solely for developmental purposes; to help you grow, not to evaluate or rate your performance. Your feedback provides valuable insights into your strengths, including those you may not have fully recognized, as well as your development areas and blind spots. Understanding these perspectives offers a powerful foundation for personal growth, self-awareness, and more effective leadership.

# Objectives

· **Increase self-awareness and emotional intelligence:** Gain a deeper understanding of your strengths, development areas, and impact on others through comprehensive feedback and reflection on the 360-degree Assessment results.

· **Enhance leadership and management skills:** Identify key competencies to strengthen and develop targeted strategies to improve your effectiveness as a leader.

· **Apply feedback constructively:** Learn how to interpret, prioritize, and translate 360-degree feedback into practical actions that foster positive behavioural change.

· **Improve communication and teamwork:** Strengthen active listening, collaboration, and relationship-building skills to enhance team dynamics and workplace engagement.

· **Foster personal and professional growth:** Set actionable development goals and create a clear plan for continuous learning and performance improvement.

· **Develop a growth mindset:** Embrace feedback as an opportunity for learning, build resilience, and remain open to new ideas and perspectives throughout the coaching process.

# Course methodology

Our 360-degree Assessment platform provides you with a structured, reliable, and user-friendly tool to gather meaningful feedback from colleagues and stakeholders. Designed with the UN context in mind, it offers clear insights into leadership behaviours and professional impact.

All feedback collected from raters in the 360-degree Assessment—**with the exception of supervisors**—is **anonymized** to ensure the psychological safety of everyone involved. The resulting assessment report remains **strictly confidential** and is shared only with you and your assigned coach.

Our coaching services are delivered by highly experienced and credentialed coaches who also work within our learning programmes, giving them valuable insight into the UN context. Through one-on-one sessions, you will have the opportunity to reflect, learn, and take practical steps toward achieving your professional goals and vision.

If you have previously worked with one of our coaches, you are welcome to request to continue with the same coach. If this is your first coaching experience, we will contact you after your enrolment has been approved to match you with a coach best suited to your specific needs.

All coaching sessions are **confidential, fully tailored to you**, and conducted **online** via Zoom, Microsoft Teams, telephone, or another preferred platform.

# Course contents

This package consists of two interlinked components:

- 360-degree Assessment through which you will get the opportunity to receive feedback that is specifically designed to align with UN frameworks, and cross-mapped to UN realities.
- Executive coaching through which you will debrief your feedback, identify growth opportunities and develop an actionable development plan.

UNSSC offers a specialized development assessment designed to support general service staff in reflecting on your professional strengths and areas for growth. The tool is aligned with the UN Values and Behaviours Framework and the UN Leadership Framework, ensuring strong relevance to the principles and expectations that guide all UN personnel. By gathering feedback from colleagues, supervisors, and other stakeholders, the assessment provides a well-rounded view of individual effectiveness in communication, collaboration, and service delivery. The results serve as a practical foundation for personal development and coaching, helping you enhance your performance, confidence, and contribution within the UN workplace.

Following the assessment, personalized coaching sessions help you to interpret your results and translate insights into concrete leadership actions. Through guided reflection and targeted support, coaching enables you to build on your strengths, address development areas, and enhance your overall impact. This combination of feedback and coaching fosters deeper self-awareness, behavioural change, and sustained professional growth.

# Target audience

This package is open to any general service staff member from across the UN system.

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

To help us tailor the coaching offer to your specific needs, please respond to the following questions in the “Motivation” field when completing your online enrolment:

1. Have you received coaching before?
2. If you have previously been coached as part of one of our programmes, would you like to work with the same coach again?
3. Have you ever taken a 360-degree Assessment?
4. What is your preferred language for coaching?
5. What is your preferred time zone for scheduling sessions?

# Cost of participation

The fee for this package is $ 1,405, which includes one 360-degree Assessment and five individual coaching sessions of one hour each.