



Stop TB 360 review summary

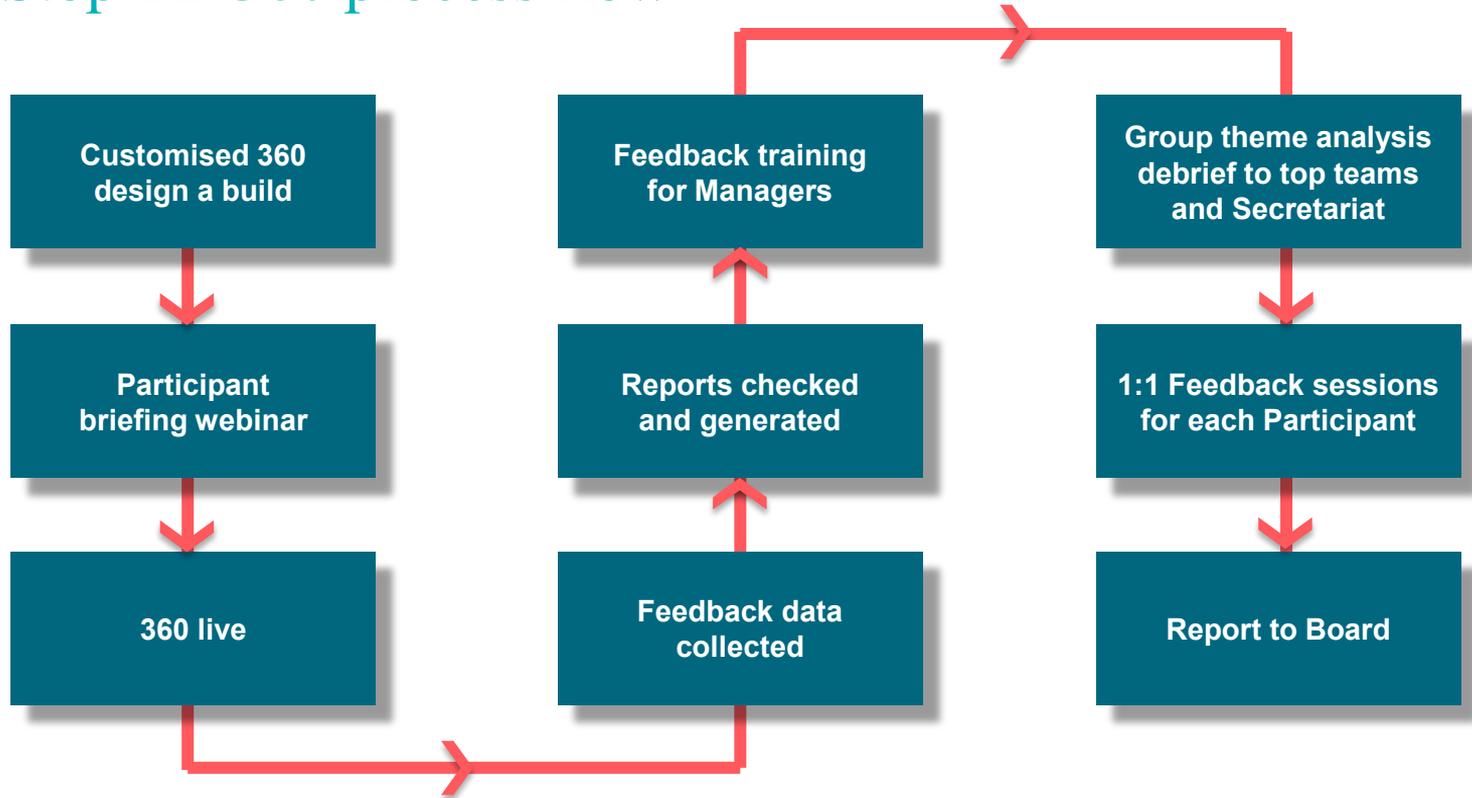
Stop TB Partnership



Overview

- 360 degree staff review implemented as recommended in the Board Independent Action Plan – action no.6 “.... to conduct annual independent staff surveys tailored to the Secretariat, in order to provide a confidential voice to all staff, monitor progress, and improve performance”
- Process started in April 2021 to define the ToRs and recruit the right service provider to understand, define, and implement the appropriate method for a suitable 360 feedback survey.
- This is the first 360 feedback survey run in 2021 at the Secretariat, which will be done on a yearly basis from hereon.

The Stop TB 360 process flow



Bespoke questionnaire design



- 3 levels of the questionnaire, covering all 8 Stop TB competencies
 - Non-managers
 - First line supervisors
 - Senior leaders
- Quantitative items rated on 1-5 scale (poor to excellent)
- Core behaviours across all staff (48 questions), additional behaviors for supervisors (65 questions) and senior leaders (67 questions).
- Two open-ended questions
 - What do you think they are particularly good at?
 - How can they increase their current effectiveness?



How it has worked – Steps 1 and 2

- All Participants briefed at live webinar on the 360 process
- Each participant invited to log in to the online 360 feedback tool
- Participants added their raters and filled in the assessment survey
- Go live was on **4Aug** with a deadline of **13Sep**

Steps 4, 5, 6 and 7

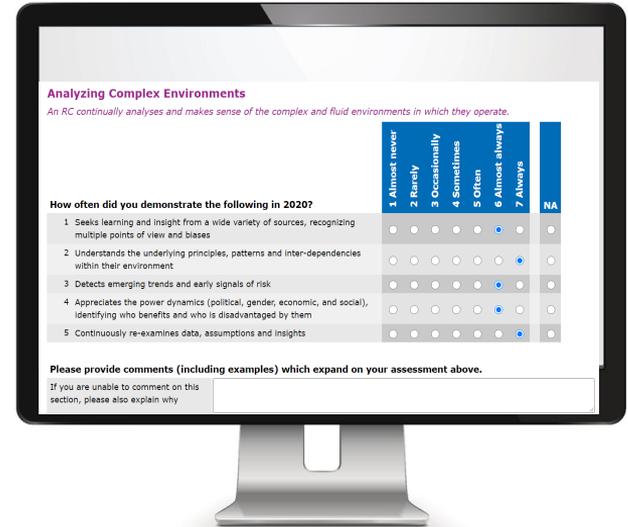
Data is processed by Talent Innovations; the report is checked and issued to the Participant

Each of the 80 Participants receives 1 hour Feedback Coaching session, delivered by Talent Innovations

Managers will be trained in feedback skills coaching

Group theme analysis will be presented

Step 3 – survey run



360 Feedback methodology

The Ti 360 Feedback methodology is a unique process developed by Ti and is based on our experience of delivering thousands of feedback sessions.

Our team:

- 37 coaches
- 12 languages
- All time zones



Key Elements

- Survey - launched on 4 Aug and run for 6 weeks - 13Sep
- Only staff who joined the Secretariat on/ before January 2021 invited to take survey
- Out of a total 87 Secretariat staff, 80 participated in the survey
- Completion rate was 100% (highly unusual)
- 714 Rater requests went out
- Average of 9 Raters per session (some had more than 9 Raters and some had less than 9 Raters)

The number of Rater broken down by relationship group:

- 79 Self completed surveys
- 103 Raters completed as a Supervisor (with multiple Supervisors for some sessions)
- 376 Peers completed surveys
- 88 Supervisees completed surveys
- 148 Other category completed surveys

Where are we now

- Feedback coaching sessions are being held 4-15 October
- Manager feedback training booked for 4 October
- 360 Group theme analysis scheduled for mid October

