

Individual Performance Assessment:

A balanced view of strengths and development areas for each team member, to build a sustainable action plan.



Give your people a clear and detailed plan on how to improve, removing subjectivity, recency bias and helping individuals become more productive and motivated to deliver tangible improvement. Managers get clear objective plans for their team leading to improvements in organisational effectiveness.

ONLINE QUESTIONNAIRE

You get a 360° evaluation, in the form of a report, for each participant, that combines and balances the feedback of the individual themselves, their manager's, peers' and the views of internal colleagues.

Each assessment can be tailored to the role and/or organisation.



Expert Input & Collaboration

A one-to-one review meeting for each participant with an experienced Orbit coach. A brief three-way meeting with the individual, their manager and their Orbit coach to agree clear objectives.

Balanced View

A healthy, balanced 360° view of each individual's capabilities, well-rounded, objective and realistic.

Structured Report

Provides a structured profile report for each participant identifying their strengths, as well as their main areas for development.

Powerful Framework

A vehicle to define the ideal behaviours required for organisation success, focusing on the coaching and development needs of the individual.

Drives Development

Engenders openness to learning, and to seeking feedback for self-improvement from all angles, and identifies common development areas across the team.



LEARN
MORE

About Orbit

If you are looking for a business partner who will deliver tailored programmes designed to develop your most important and valuable asset - your people - Orbit is for you. A specialist people development consultancy with expertise in:

Dynamic Leadership

Empowering, energising and engaging your key people.

Sales, Growth & Productivity

Utilising the latest techniques and scientific research to maximise your financial performance.

Team Effectiveness & Employee Engagement

Delivering high-performing teams, company-wide engagement and inspirational culture.

How Do We Do It?



Assessing

We have a range of carefully selected behavioural and functional assessment tools we use to form the foundations of your bespoke Orbit programme.

Coaching

Coaching your team, as part of your programme, often plays a major role in building longevity and achieving tangible results that are sustainable and focused on the organisation's specific goals.

Training

We share powerful, relevant material via compelling, interactive workshops that are entirely geared to the firm and its objectives.

Benefits of the Individual Assessment

✓ DRIVES CONTINUOUS IMPROVEMENT

Creates a culture of ongoing feedback and development.

✓ COMPREHENSIVE FEEDBACK

Provides a well-rounded view of each individual's performance and delivers an actionable set of focus areas and a plan to deliver effective change.

✓ IDENTIFIES STRENGTHS & DEVELOPMENT AREAS

Helps in recognising key areas for improvement and development at an individual level leading to recognition of performance across the board.

✓ ENHANCES SELF-AWARENESS

Encourages individuals to understand how their performance is perceived by others.

✓ IMPROVES COMMUNICATION

Fosters open dialogue between employees and leaders, leading to better understanding, focus on company-wide goals and collaboration.

✓ PROMOTES ACCOUNTABILITY

Encourages individuals to take responsibility for their actions and contributions, and provides a good basis for regular one-to-one discussions.



✓ ALIGNS PERFORMANCE WITH GOALS

Ensures individual performance aligns with organisational objectives and values.

✓ BOOSTS MORALE

Employees feel valued, heard and invested in, leading to improved employee engagement, job satisfaction and talent.

✓ BUILDS TRUST

Demonstrates leadership's commitment to fair and transparent evaluation processes.

THE NEXT STEPS

Let us know what you would like to do next by emailing amanda.p@orbitbusinessdevelopment.com our Office Manager with your thoughts, possible dates and contact details.

OR

**REQUEST
A CALL**



**Challengers.
Enablers.
Trusted Advisors.**

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A few from our Business Team



Andy Hewitt

Managing Director

As an experienced leader with 25 years cross-sector experience in B2B and B2C, Andy brings best practice from his time as Commercial Director with Nestlé and Procter & Gamble.



Vicki Jackson

Senior Consultant

An NLP Business Coach with a strategic board level background and a wealth of experience in business development and marketing for blue-chip finance and FMCG brands, Vicki contributes great expertise in the development of Orbit programmes.



Will Galton

Senior Consultant

With 20+ years experience, and an MSc in Change Management, Will's programmes are enjoyable, purposeful and make a lasting difference.



Gill Barstow

Customer Services Director

The head architect of Orbit programmes, Gill leads many projects and understands well the kind of business challenges busy executives face. She also understands how to achieve the best outcomes and is a trusted advisor to our clients.

MEET THE REST OF THE TEAM