

REACH TRAINING NEEDS ANALYSIS

REACH
360

Group Report

Training Recommendations based on 360 Feedback for all 360's attached to the REACH Profile for YumYum Dairy (SAMPLE).

04 Jan 2021



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Consolidated courses recommendations

Supervising Others Training

- Eric Poulton
- Mina Yu
- Josh McKenzie
- Charles Poulton

The 10 Dimensions of Effective Leadership

- Eric Poulton
- Mina Yu
- Josh McKenzie
- Charles Poulton

Leadership Development Training

- Eric Poulton
- Mina Yu
- Josh McKenzie

Manage People and Performance Training

- Eric Poulton
- Mina Yu

Train the Trainer Training

- Eric Poulton
- Mina Yu

Lean Six Sigma Black Belt Certification Training - Signature Series

- Mina Yu
- Josh McKenzie

Lean Six Sigma Green Belt Certification Training - Signature Series

- Mina Yu
- Josh McKenzie

Time Management for the Modern Individual

- Josh McKenzie
- Charles Poulton

PPA - Building Team Synergy

- Josh McKenzie
- Charles Poulton

PPA - Identifying Difference as Opportunities

- Josh McKenzie
- Charles Poulton



Advanced Skills for Elite Personal Assistants and Executive Assistants

- Josh McKenzie
- Charles Poulton

Business Writing Essentials for the Modern Workplace

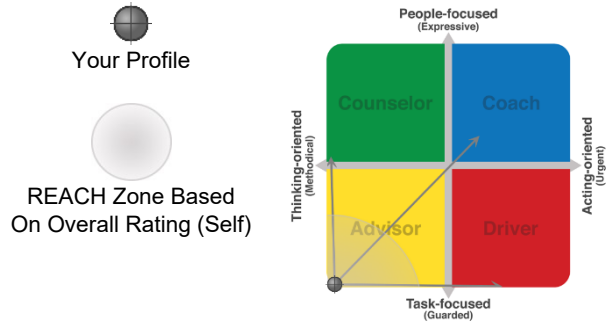
- Josh McKenzie
- Charles Poulton

Business Writing for the Digital Era

- Josh McKenzie
- Charles Poulton

Training Needs Analysis for Eric Poulton

The goal of this development plan is to provide Eric Poulton with the clarity of their current development priorities based on their REACH360. After training and/or coaching Eric Poulton will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.



Relating to Others

Counseling Characteristics (the “who”)		Rating	0	1	2	3	4	5
Assimilating team members	Self	2.00	[Bar chart: 2.00]					
	Raters	2.25	[Bar chart: 2.25]					
Cultivating team spirit	Self	3.00	[Bar chart: 3.00]					
	Raters	3.00	[Bar chart: 3.00]					
Identifying personal needs	Self	2.00	[Bar chart: 2.00]					
	Raters	2.75	[Bar chart: 2.75]					
Recognizing others' efforts	Self	3.00	[Bar chart: 3.00]					
	Raters	2.60	[Bar chart: 2.60]					
Average:		Self 2.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.67						

Coaching Characteristics (the “why”)		Rating	0	1	2	3	4	5
Building rapport	Self	3.00	[Bar chart: 3.00]					
	Raters	2.80	[Bar chart: 2.80]					
Easing tensions during conflict	Self	3.00	[Bar chart: 3.00]					
	Raters	2.60	[Bar chart: 2.60]					
Finding opportunities for synergy	Self	4.00	[Bar chart: 4.00]					
	Raters	3.50	[Bar chart: 3.50]					
Rallying others around a cause	Self	3.00	[Bar chart: 3.00]					
	Raters	3.40	[Bar chart: 3.40]					
Average:		Self 3.25	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.05						

Achieving Goals

Driving Characteristics (the “what”)		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	3.00	[Bar chart: 3.00]					
	Raters	4.00	[Bar chart: 4.00]					
Evaluating individual performance	Self	3.00	[Bar chart: 3.00]					
	Raters	3.00	[Bar chart: 3.00]					
Exercising control over processes	Self	4.00	[Bar chart: 4.00]					
	Raters	4.00	[Bar chart: 4.00]					
Guiding team during change	Self	4.00	[Bar chart: 4.00]					
	Raters	3.20	[Bar chart: 3.20]					
Average:		Self 3.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.61						

Advising Characteristics (the “how”)		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	5.00	[Bar chart: 5.00]					
	Raters	3.80	[Bar chart: 3.80]					
Aligning resources with needs	Self	5.00	[Bar chart: 5.00]					
	Raters	3.40	[Bar chart: 3.40]					
Designing team structure/function	Self	5.00	[Bar chart: 5.00]					
	Raters	3.20	[Bar chart: 3.20]					
Integrating diverse perspectives	Self	4.00	[Bar chart: 4.00]					
	Raters	3.00	[Bar chart: 3.00]					
Average:		Self 4.75	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.35						



Eric Poulton Current Development Priorities



Counselor

Developing Counselor Skills (the “Who”)

They should consider this list of courses:

Assimilating team members

- [Supervising Others Training](#)
- [Cross Cultural Communication](#)
- [The 10 Dimensions of Effective Leadership](#)



Driver

Developing Driver Skills (the “What”)

They should consider this list of courses:

Evaluating individual performance

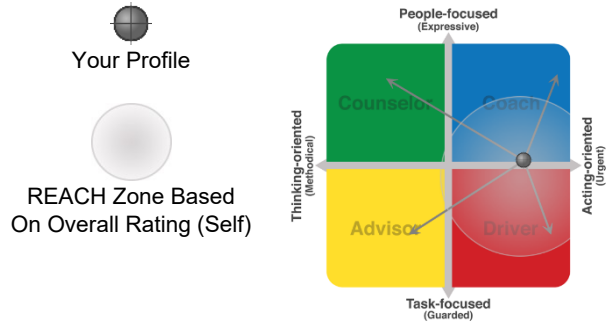
- [Supervising Others Training](#)
- [Leadership Development Training](#)
- [Manage People and Performance Training](#)
- [The 10 Dimensions of Effective Leadership](#)
- [Train the Trainer Training](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- New manager assimilation
- Giving feedback using the SBI model
- Identifying and overcoming a weakness

Training Needs Analysis for Mina Yu

The goal of this development plan is to provide Mina Yu with the clarity of their current development priorities based on their REACH360. After training and/or coaching Mina Yu will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.



Relating to Others

Counseling Characteristics (the “who”)		Rating	0	1	2	3	4	5
Assimilating team members	Self	2.00	[Bar chart showing rating 2.00]					
	Raters	3.33	[Bar chart showing rating 3.33]					
Cultivating team spirit	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	4.00	[Bar chart showing rating 4.00]					
Identifying personal needs	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	3.00	[Bar chart showing rating 3.00]					
Recognizing others' efforts	Self	2.00	[Bar chart showing rating 2.00]					
	Raters	3.67	[Bar chart showing rating 3.67]					
Average:		Self 2.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.50						

Coaching Characteristics (the “why”)		Rating	0	1	2	3	4	5
Building rapport	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	3.67	[Bar chart showing rating 3.67]					
Easing tensions during conflict	Self	2.00	[Bar chart showing rating 2.00]					
	Raters	3.67	[Bar chart showing rating 3.67]					
Finding opportunities for synergy	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	4.00	[Bar chart showing rating 4.00]					
Rallying others around a cause	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	3.33	[Bar chart showing rating 3.33]					
Average:		Self 2.75	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.67						

Achieving Goals

Driving Characteristics (the “what”)		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	4.00	[Bar chart showing rating 4.00]					
	Raters	3.00	[Bar chart showing rating 3.00]					
Evaluating individual performance	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	3.00	[Bar chart showing rating 3.00]					
Exercising control over processes	Self	4.00	[Bar chart showing rating 4.00]					
	Raters	3.33	[Bar chart showing rating 3.33]					
Guiding team during change	Self	2.00	[Bar chart showing rating 2.00]					
	Raters	2.33	[Bar chart showing rating 2.33]					
Average:		Self 3.25	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.91						

Advising Characteristics (the “how”)		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	5.00	[Bar chart showing rating 5.00]					
	Raters	2.33	[Bar chart showing rating 2.33]					
Aligning resources with needs	Self	3.00	[Bar chart showing rating 3.00]					
	Raters	3.00	[Bar chart showing rating 3.00]					
Designing team structure/function	Self	4.00	[Bar chart showing rating 4.00]					
	Raters	3.00	[Bar chart showing rating 3.00]					
Integrating diverse perspectives	Self	4.00	[Bar chart showing rating 4.00]					
	Raters	3.33	[Bar chart showing rating 3.33]					
Average:		Self 4.00	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.92						



Mina Yu Current Development Priorities



Developing Driver Skills (the “What”)

They should consider this list of courses:

Evaluating individual performance

- [Supervising Others Training](#)
- [Leadership Development Training](#)
- [Manage People and Performance Training](#)
- [The 10 Dimensions of Effective Leadership](#)
- [Train the Trainer Training](#)

Guiding team during change

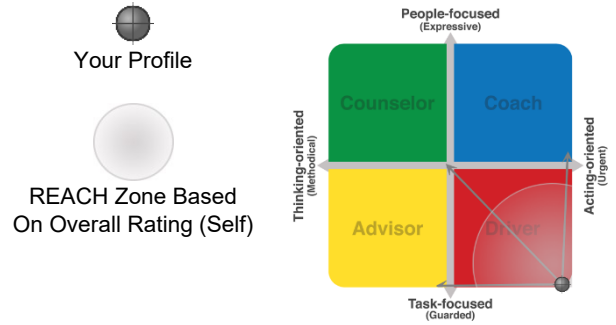
- [Train the Trainer Training](#)
- [PPA - Resilience and You Training](#)
- [PPA - Problem Solving with a Growth Mindset](#)
- [Lean Six Sigma Black Belt Certification Training - Signature Series](#)
- [Lean Six Sigma Green Belt Certification Training - Signature Series](#)
- [The 10 Dimensions of Effective Leadership](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- Giving feedback using the SBI model
- Problem solving and the ladder of inference
- Using the 5 Whys technique

Training Needs Analysis for Josh McKenzie

The goal of this development plan is to provide Josh McKenzie with the clarity of their current development priorities based on their REACH360. After training and/or coaching Josh McKenzie will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.



Relating to Others

Counseling Characteristics (the “who”)		Rating	0	1	2	3	4	5
Assimilating team members	Self	4.00	[Bar from 0 to 4]					
	Raters	2.33	[Bar from 0 to 2.33]					
Cultivating team spirit	Self	4.00	[Bar from 0 to 4]					
	Raters	2.67	[Bar from 0 to 2.67]					
Identifying personal needs	Self	4.00	[Bar from 0 to 4]					
	Raters	2.00	[Bar from 0 to 2]					
Recognizing others' efforts	Self	4.00	[Bar from 0 to 4]					
	Raters	3.00	[Bar from 0 to 3]					
Average:		Self 4.00	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.50						

Coaching Characteristics (the “why”)		Rating	0	1	2	3	4	5
Building rapport	Self	3.00	[Bar from 0 to 3]					
	Raters	2.67	[Bar from 0 to 2.67]					
Easing tensions during conflict	Self	4.00	[Bar from 0 to 4]					
	Raters	2.00	[Bar from 0 to 2]					
Finding opportunities for synergy	Self	4.00	[Bar from 0 to 4]					
	Raters	3.00	[Bar from 0 to 3]					
Rallying others around a cause	Self	4.00	[Bar from 0 to 4]					
	Raters	3.33	[Bar from 0 to 3.33]					
Average:		Self 3.75	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.75						

Achieving Goals

Driving Characteristics (the “what”)		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	3.00	[Bar from 0 to 3]					
	Raters	3.33	[Bar from 0 to 3.33]					
Evaluating individual performance	Self	0.00	[Bar from 0 to 0]					
	Raters	4.00	[Bar from 0 to 4]					
Exercising control over processes	Self	3.00	[Bar from 0 to 3]					
	Raters	4.00	[Bar from 0 to 4]					
Guiding team during change	Self	2.00	[Bar from 0 to 2]					
	Raters	3.00	[Bar from 0 to 3]					
Average:		Self 2.67	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.58						

Advising Characteristics (the “how”)		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	3.00	[Bar from 0 to 3]					
	Raters	3.33	[Bar from 0 to 3.33]					
Aligning resources with needs	Self	3.00	[Bar from 0 to 3]					
	Raters	2.50	[Bar from 0 to 2.5]					
Designing team structure/function	Self	2.00	[Bar from 0 to 2]					
	Raters	2.67	[Bar from 0 to 2.67]					
Integrating diverse perspectives	Self	4.00	[Bar from 0 to 4]					
	Raters	2.33	[Bar from 0 to 2.33]					
Average:		Self 3.00	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 2.73						



Josh McKenzie Current Development Priorities



Advisor

Developing Advisor Skills (the “How”)

They should consider this list of courses:

Aligning resources with needs

- [Supervising Others Training](#)
- [Time Management for Managing Projects and Complex Tasks](#)
- [Leadership Development Training](#)
- [Lean Six Sigma Black Belt Certification Training - Signature Series](#)
- [Lean Six Sigma Green Belt Certification Training - Signature Series](#)
- [Lean Six Sigma Yellow Belt Certification Training Signature Series](#)
- [Foundation Skills for Elite Personal Assistants and Executive Assistants Training Course](#)
- [The 10 Dimensions of Effective Leadership](#)
- [Time Management for the Modern Individual](#)



Counselor

Developing Counselor Skills (the “Who”)

They should consider this list of courses:

Identifying personal needs

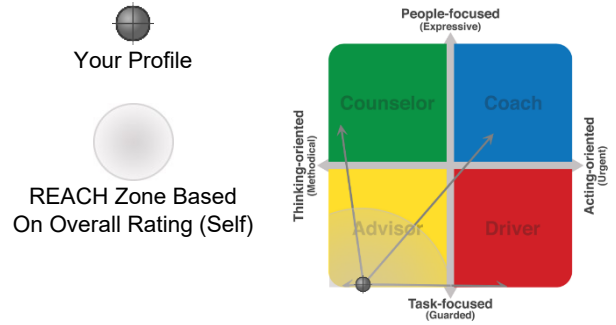
- [PPA - Building Team Synergy](#)
- [PPA - Identifying Difference as Opportunities](#)
- [Advanced Skills for Elite Personal Assistants and Executive Assistants](#)
- [Business Writing Essentials for the Modern Workplace](#)
- [Business Writing for the Digital Era](#)
- [The 10 Dimensions of Effective Leadership](#)
- [Time Management for the Modern Individual](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- Using a RACI chart
- Identifying and overcoming a weakness
- Resolving internal conflict

Training Needs Analysis for Charles Poulton

The goal of this development plan is to provide Charles Poulton with the clarity of their current development priorities based on their REACH360. After training and/or coaching Charles Poulton will commonly see their development priorities change next time they take the survey and receive feedback using REACH360.



Relating to Others

Counseling Characteristics (the “who”)		Rating	0	1	2	3	4	5
Assimilating team members	Self	3.00	[Bar chart: 3.00]					
	Raters	3.25	[Bar chart: 3.25]					
Cultivating team spirit	Self	4.00	[Bar chart: 4.00]					
	Raters	3.75	[Bar chart: 3.75]					
Identifying personal needs	Self	2.00	[Bar chart: 2.00]					
	Raters	3.00	[Bar chart: 3.00]					
Recognizing others' efforts	Self	3.00	[Bar chart: 3.00]					
	Raters	3.25	[Bar chart: 3.25]					
Average:		Self 3.00	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.31						

Coaching Characteristics (the “why”)		Rating	0	1	2	3	4	5
Building rapport	Self	3.00	[Bar chart: 3.00]					
	Raters	3.50	[Bar chart: 3.50]					
Easing tensions during conflict	Self	3.00	[Bar chart: 3.00]					
	Raters	2.50	[Bar chart: 2.50]					
Finding opportunities for synergy	Self	4.00	[Bar chart: 4.00]					
	Raters	3.00	[Bar chart: 3.00]					
Rallying others around a cause	Self	4.00	[Bar chart: 4.00]					
	Raters	3.50	[Bar chart: 3.50]					
Average:		Self 3.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.12						

Achieving Goals

Driving Characteristics (the “what”)		Rating	0	1	2	3	4	5
Establishing clear expectations	Self	4.00	[Bar chart: 4.00]					
	Raters	3.75	[Bar chart: 3.75]					
Evaluating individual performance	Self	3.00	[Bar chart: 3.00]					
	Raters	2.75	[Bar chart: 2.75]					
Exercising control over processes	Self	4.00	[Bar chart: 4.00]					
	Raters	3.50	[Bar chart: 3.50]					
Guiding team during change	Self	4.00	[Bar chart: 4.00]					
	Raters	3.75	[Bar chart: 3.75]					
Average:		Self 3.75	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.44						

Advising Characteristics (the “how”)		Rating	0	1	2	3	4	5
Addressing quality concerns	Self	5.00	[Bar chart: 5.00]					
	Raters	3.75	[Bar chart: 3.75]					
Aligning resources with needs	Self	5.00	[Bar chart: 5.00]					
	Raters	3.50	[Bar chart: 3.50]					
Designing team structure/function	Self	5.00	[Bar chart: 5.00]					
	Raters	2.75	[Bar chart: 2.75]					
Integrating diverse perspectives	Self	3.00	[Bar chart: 3.00]					
	Raters	2.50	[Bar chart: 2.50]					
Average:		Self 4.50	More Challenging Less Effective		Moderate	More Comfortable More Effective		
		Raters 3.12						

Charles Poulton Current Development Priorities



Coach

Developing Coach Skills (the “Why”)

They should consider this list of courses:

Easing tensions during conflict

- [Assertiveness and Self Confidence Training](#)
- [Conflict Resolution Training](#)
- [Supervising Others Training](#)
- [Advanced Skills for Elite Personal Assistants and Executive Assistants](#)
- [Dealing With Difficult People in the Workplace](#)
- [The 10 Dimensions of Effective Leadership](#)



Counselor

Developing Counselor Skills (the “Who”)

They should consider this list of courses:

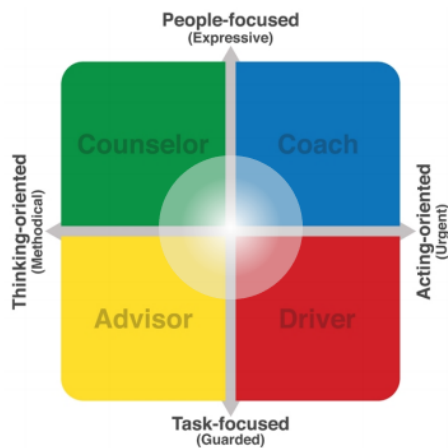
Identifying personal needs

- [PPA - Building Team Synergy](#)
- [PPA - Identifying Difference as Opportunities](#)
- [Advanced Skills for Elite Personal Assistants and Executive Assistants](#)
- [Business Writing Essentials for the Modern Workplace](#)
- [Business Writing for the Digital Era](#)
- [The 10 Dimensions of Effective Leadership](#)
- [Time Management for the Modern Individual](#)

Coaching Activities (recommended in the REACH Coaches Companion)

- Resolving internal conflict
- Identifying and overcoming a weakness
- Giving feedback using the SBI model

Recommendations: Type 2: Trait/Awareness-based RQ Elements



Developing Awareness of Self and Others – Trait Based Elements of RQ

- [Communication Skills Training](#)
- [Facilitation Skills Training](#)
- [Emotional Intelligence \(EQ\) Training](#)
- [Body Language Training](#)
- [Advanced Facilitation Skills Training](#)

Developing Resilience and Adaptability – Preparing for change today and tomorrow!

- [PPA - Building Team Synergy](#)
- [PPA - Resilience and You Training](#)
- [PPA - Problem Solving with a Growth Mindset](#)
- [PPA - Identifying Difference as Opportunities](#)

Contact Information

For more information regarding the REACH suite of products and services available to help you develop and coach high performers, please contact your REACH Partner:



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Important Note

The information contained herein describes certain behavioral preferences and tendencies derived from the participants' self-reporting. While such patterns of behavior tend to be consistent over time, these can change based on circumstances beyond the scope of what has been measured by this survey. Therefore, this information does not represent a comprehensive measure of psychological traits, nor does it claim to represent a prediction of future behavior. No part of this information is intended to convey a psychological, medical, or psychiatric evaluation, and in no way is this information intended to convey an evaluation of employability. This information is intended to provide insight that is useful in coaching, team-building, and other aspects of professional development and training. No employment decision should be made based, in whole or in part, on the results contained herein, and no indication of suitability for employment should be inferred or implied based on the REACH Culture Survey.