



WHAT IT IS The Saroga 360 helps nonprofit leaders build on their strengths to have an even greater impact on their organizations. It is based on seven core elements of nonprofit leadership as identified in the Saroga Nonprofit Leadership Model®. It is designed to be a self-directed learning map based on the feedback you receive.

HOW IT WORKS The Saroga 360 begins with an easy to use online tool. Leaders invite 7-15 colleagues to provide feedback regarding their leadership. Raters complete a 15-20 minute online survey focused on specific, observable behaviors that constitute nonprofit leadership.

Once all the feedback is compiled, leaders receive a report along with detailed instructions for how to make best use of their custom data. Reports are delivered within 3-6 weeks. The learning guidance that accompanies the report allows leaders to focus on a few areas for continued growth. We offer suggestions about how to use the board and the leadership team to support new actions.

HOW IT MAKES A DIFFERENCE Pinpoints opportunities for immediate changes: The Saroga 360 is structured to allow leaders to learn one step at a time. With their reports in hand, leaders can identify learning goals, experiment with new leadership actions, and achieve better results. This process can be repeated again and again as leaders grow and face more demanding challenges.

Focuses on strengths: Saroga's approach is based on strengths. Our tools recognize that leaders are not starting from zero; they are already doing many things well. The Saroga 360 shines a light on what is working for a leader, and then enables them to identify a handful of adjustments most likely to accelerate their growth.

Behavioral foundation: The Saroga 360 is based on a leader's actions and impact, not abstract concepts. Raters are asked to report evidence of the leader demonstrating specific leadership behaviors. Likewise, the growth plan the leader creates is focused on concrete actions.

Self-guided process for reflection and learning plans: The report contains an easily understood representation of the compiled feedback and a step-by-step process for integrating the information and implementing an action plan. Think of this as a series of private coaching sessions without the outside resources.

COST \$249 includes the administration of the data gathering, the report and the learning guide.

This tool complements Saroga Executive Coaching and Saroga Leadership Programs.

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