

360° Review Analysis

In June 2009, a 360° evaluation was conducted for the Executive Director of the Lane Council of Governments (LCOG). In comparing the results of the 2007 360 review to 2009 feedback, there were marked improvements made.

Both the 2007 and 2009 reviews asked participants to rate the Executive Director's overall leadership on a five-point scale, with "5" being the highest. There was a slight increase in the number of participants that rated him a "3" or higher (91% in 2007 and 92% in 2009), however a significant increase in the number of participants that rated him a "4" or higher (52% in 2007 and 68% in 2009). In addition, the rating chosen by the most individuals (mode) changed from 3.0 in 2007 to 4.00 in 2009.

Analysis of Themes

- A high number of participants believe the Executive Director has strong leadership skills. There was a distinction made between external and internal leadership, with participants indicating a perceived effectiveness in working with external agencies, but a desire for the Executive Director to increase support for LCOG's internal departments.
- The Executive Director's steady and consistent leadership is appreciated in these challenging fiscal times.
- Succession planning. Although the numbers are small, this topic came up as an issue and is consistent with the data received in the 2007 360° evaluation to provide mentoring and coaching in an effort to develop the leaders of LCOG's future.
- Continued focus on working with, and supporting, internal departments with a specific note on Senior and Disabled Services.
- There were positive comments on communication and increased communication but it still registers as an area for continued focus for the Executive Director.