



**REAL WORLD
GROUP**

Real World Group



**Fire & Rescue
Service 360**

DIAGNOSTIC TOOLS

Leadership is about both what you do, and how you do it. In other words, effective leaders focus both on enhancing their management competencies, and their leadership behaviours.

For professions such as the Fire and Rescue Service, it is appropriate that leadership development is focused on those competencies that are specific to the sector.

These should be complemented by leadership behaviours that are essential for all effective leaders.

The Fire & Rescue Service 360 (FRS 360) is designed to enhance leadership and management for improving individual and team functioning, but also leadership focus on:

- Positively influencing the wider organisational culture
- Increasing the effectiveness of partnership working within and between organisations
- Service delivery and community involvement in shaping this
- Actions that prevent emergencies from occurring
- Integrity, honesty and consistency as the cornerstone.

Benefits of using the Fire & Rescue Service 360

Real World Group's FRS 360 provides you with one "hit" to measure both competency and engaging leadership behaviours, therefore the means for creating rounded leaders, rather than just "managers". Clear graphs present feedback on how your managers can immediately reduce stress and absenteeism, increase motivation, satisfaction, commitment and self confidence.

The guidance provided through the report and subsequent feedback session provide individual leaders with crucial information for them on what they should do to make their colleagues and staff more effective, and thus find their jobs less taxing.

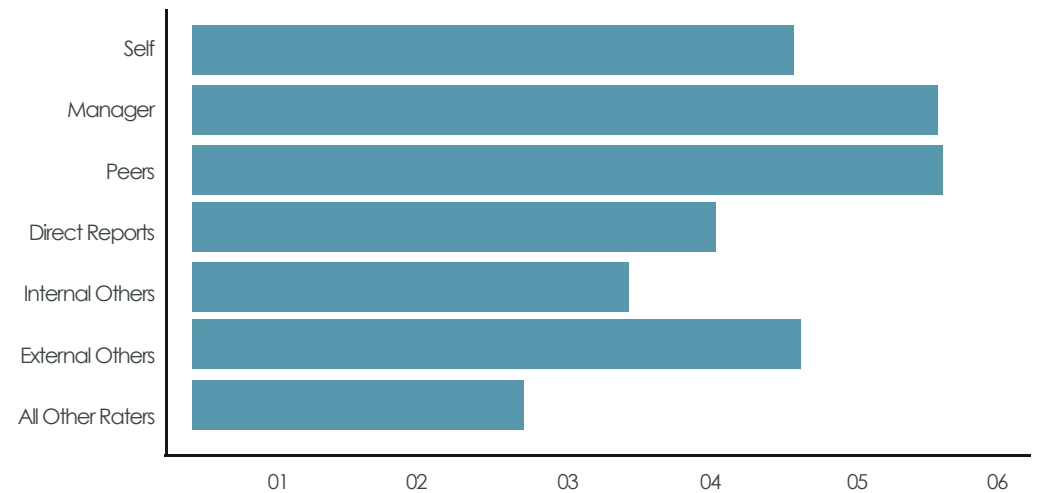
Group reports are available for your FRS leadership teams to get a sense of collective strengths and development needs.

Fire & Rescue Service 360 Dimensions



Facilitating Change Sensitively

I maintain a careful balance between the need for change and the need for stability



SAMPLE GRAPH

