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The Telegraph Media Group

– Using 360 degree feedback to increase the pace of skills development.

Responding to major changes in the media sector, the Telegraph Media Group recognised that the new digital era demanded new skills, so in conjunction with Engauge and the Hayfield Group, they developed a competency framework which covered all areas of the organisation. The 360-degree programme that we created delivered a clear perspective on the changes they required that lead to success – and they were thrilled with the results.

As Lynn Cunningham, Human Resources Director commented, ***“the real value of the 360 programme is that it gives people high quality insights which help the individual and their manager develop the skills that the organisation needs to build future success.”***

Louise Mason, TMG Learning and Development Manager, and Karen Johansson from the Hayfield Group designed the workshops and trained six training consultants from three different organisations to deliver the training. An exciting element of the project was that the appraisal linked directly into an innovative training programme created by Louise, which was a direct response to the changing sector needs. Hayfield Group Director Lollie Tuckey commented that ***Engauge’s ongoing input into the 360-degree programme, and its personalised approach, were essential factors in ensuring that people at Telegraph Media Group are able to get the right professional development.***

“MSA Interactive (Engauge) has been outstanding in contributing to the design, set up and smooth running of the Telegraph Media Group's automated 360 degree feedback process. All members of the team are professional, responsive, creative, responsible, proactive and insightful. They make the enormous task of implementing 360 in an organisation, easy and clear, and they take the hard work out of it. They have the expertise to ask the right questions, at the right time, which means nothing gets forgotten and over looked, and they are able to guide you through the set up and administration process smoothly. Engauge is incredibly customer focused, and always strives to give the customer exactly what they want. They are a pleasure to work with, and a true partner to our business.”

Louise Mason, Learning and Development Manager

**Engauge works with organisations that want to engage their people
360 degree feedback - Employee Surveys - Speakers – Engauge Evolution – Engauge HR**

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