

SUNY360 is specially designed to serve as a tool for leadership development efforts. While some 360s are intended to assist with the employee performance assessment process, this tool seeks to provide an analysis of one's leadership skills. The inventory seeks to address the full range of competencies, or domains of knowledge common to higher education leadership.

### Overview of the SUNY360 Skills Inventory

The SUNY360 Leadership Skills Inventory assists higher education professionals in gaining greater understanding about their current leadership competencies as well as understanding how their self-perception compares to how others perceive them. When administered to a team, it is also designed to help teams be higher performing.

The SUNY360 systematically gathers information directly from the individual participant as well as a full circle of those they work with such as their boss, staff, peers, and students. Participants can invite up to 25 raters to provide them feedback.

The SUNY360 is specifically designed to assess skills that are important to those working at colleges, universities, and other organizations in the higher education sector. The skills inventory focuses on leadership skills around the six domains of knowledge for higher education leaders.

- Know Yourself
- Know Your Skills
- Know Your Team
- Know Your Students
- Know Your Institution
- Know Your Context

The SUNY360 individual report provides an inventory of individual capacities in order to help individuals gauge their readiness/ability to lead in their college. In so doing, the inventory will examine and reveal the relationships between skills and behaviors and how they are perceived by others. Each report is accompanied by suggestions for ways to use the results in building a personal development plan, as well as related Harvard Business Review articles.



*"The SUNY SAIL360 tool has been useful in my own leadership development, and that of my team. For the first time this year, our mid-level managers participated and the results have sparked critical conversations between supervisors."*

*- Kristine Duffy, Ed.D., President, SUNY Adirondack Community College*

*"Cabinet members found the 360 process a valuable one. I reviewed the results with each of them, and they were receptive and used their personal data in the spirit of self-improvement. They spent time reviewing the results with their direct reports, and sought out ways to become better leaders/managers. One person was surprised at the gaps between his perception and that of the respondents, and I am hoping this will lead to continued reflection and improvement. Those who participated by providing responses are happy to have been involved, as there had been no recent history of review and feedback and the opportunity was welcomed."*

*- John S. Nader, PhD, President, Farmingdale State College*

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# SUNY360

## Leadership Skills Inventory

Tools & Workshops



SUNY 360

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## The SUNY360 Difference

We know that positive and constructive feedback presented in a respectful and helpful format is one of the most important ways to improve the effectiveness of individuals and organizations. Yet, lack of feedback and recognition are common reasons for why individuals leave organizations and why leaders have a difficult time building and inspiring the teams they need to be successful.

The SUNY360 Leadership Skills Inventory is specifically created to provide feedback to leaders in higher education settings. Participants receive feedback, not just from their immediate supervisor, but from a circle of stakeholders who are invested in the success of the individual. A specially designed SUNY360 Team Report provides the team leader with insights into the overall strengths and developmental opportunities of the team. This report can help the leader better understand his or her team as well as target professional development resources more effectively.

When combined with other services such as executive coaching or leadership development workshop(s), the SUNY360 can be the foundation of a transformative developmental experience for your college or university.

## The SAIL Institute

The SUNY Academic and Innovative Leadership (SAIL) Institute promotes and engages in the development and research of innovative leadership in the academic setting. As a system-wide Institute, it is charged with developing and providing cutting-edge leadership and professional development training for faculty and staff across its 64 campuses; strengthening the pipeline of leaders in the SUNY system, providing programming and analysis for strengthening innovation in the academy; and furthering SUNY's role as a national thought leader in higher education. Program offerings range from self-administered 360 online personal skills inventories to high-energy, interactive workshops to instill best practices and confidence in one's potential. The State University of New York is the largest comprehensive university system in the United States, educating nearly 600,000 students at 64 diverse campuses located across New York State—from community colleges and technology colleges, to comprehensive colleges and university research centers. SUNY campuses offer 7,000 degree and certificate programs, and educate more than 1.8 million New Yorkers in professional development and personal enrichment programs.

# Maximize the Impact

To take full advantage of the SUNY360 experience, pair it with specially designed leadership development programs focused on:

- 1 *Leading through Change & Conflict*
- 2 *Discovering my Leadership Voice*
- 3 *High-Performing Teams*
- 4 *Culturally Intelligent & Inclusive Campuses*

## QUICK FACTS

### WHERE AND WHEN:

The SUNY360 Leadership Inventory is an online platform, making it easily accessible for both the participant and the observers. Participants and observers will receive an email directing them to the secure website to take the inventory.

### WHO CAN USE THE SUNY360?:

The SUNY360 is available to any organization interested in advancing the leadership development of their staff at all functional levels, including coordinators, directors, deans, and vice presidents. The tool has been used by colleges and universities throughout the United States.

### CUSTOMIZABLE:

The SUNY360 can be customized to the needs of the organization or specific roles. For information about customization options and related costs, please contact us.

### WORKSHOPS:

In order to enable participants and organizations to get the most of the SUNY360, we recommend a debrief with participants by a trained facilitator. SAIL Institute staff are available to provide orientation and feedback workshops to organizations who engage the SUNY360 tool.

### EXPENSES:

The cost for any SUNY-affiliated individual to use the SUNY360 system to receive a personal leadership inventory report is \$125. The non-SUNY rate is \$150 per report. The cost of a team report is \$600.

### CONTACT INFORMATION:

For more information or to sign up for the SUNY360 skills inventory, go to the SAIL Institute website [www.sunysail.org](http://www.sunysail.org) or contact us at [leadership@suny.edu](mailto:leadership@suny.edu).