Thornhill Personal Development Pathway | Fact Sheet

From Plan to Pathway: Turning 360° Insights into Daily Behaviour Change

THE CHALLENGE

Many 360° feedback processes end with a Personal Development Plan - a static document that is often filed away. In today's busy, pressurised work environment, managers struggle to carve out time for development, learning is disconnected from daily work, and plans are rarely translated into sustained behaviour change. The investment in feedback doesn't achieve its full impact.

THE THORNHILL SOLUTION

Thornhill transforms traditional Personal Development Plans into **Personalised Development Pathways** that drive behaviour change in the flow of work:

» **360° Feedback:** Pinpoints each leader's top strengths and 2-3 development areas
» **Daily WhatsApp Microlearning:** Personalised knowledge nuggets, Socratic questions, practical examples, and suggested actions (3-7 minutes daily) customised to your development areas
» **Professor in Your Pocket AI Tutor:** Private, secure AI trained on Thornhill's proprietary knowledge base to go deeper into topics, apply learning to work context, and provide just-in-time support

WHY IT WORKS

Evidence-Based Methods	Benefits for Organisations
✓ **360° Feedback:** Multi-rater insights highlight behaviours that matter most	✓ **Scalable:** Extend personalised development to hundreds of leaders across all leadership levels at low cost
✓ **Microlearning:** Daily, bite-sized lessons improve retention through chunking and spacing	✓ **Personalised:** Each pathway is unique, built on individual 360° results
✓ **AI Support:** Just-in-time personalised support anytime, anywhere	✓ **Confidential & Secure:** AI operates in a private, isolated environment
	✓ **Embedded in Workflow:** Delivered daily via WhatsApp
	✓ **Measurable:** Behaviour shifts can be tracked through follow-up 360° feedback

INVESTMENT

R350 (excluding VAT) per person per month for three months Add-on module to complement your 360° feedback programme

WHY THORNHILL?

» Nearly one million questionnaires successfully administered since 2003
» Decades of experience in leadership measurement and development
» Proprietary knowledge base built into our custom GPT – unique in the industry
» Trusted by leading organisations across Africa and internationally

Transform feedback into action. Replace static plans with dynamic pathways.
Unlock sustainable leadership growth at scale.

For more information, please visit our website www.thornhill.co.za or contact us on info@thornhill.co.za or +27 60 571 0015

© 2025 Thornhill Associates