



Whether you are looking for a highly customised 360° solution or simply a reliable off-the-shelf assessment, Pilat can deliver this and much more.

With over 30 years' experience, we recognise that your needs are unique and that one size doesn't necessarily fit all. We can offer you a range of solutions to meet your specific requirements.

360° Feedback The Pilat Way

Our clients have access to a leading 360° feedback assessment delivery platform and a wealth of expertise in how to run these projects effectively. We have a reputation for being market leaders in this field with creative, cutting-edge and highly cost-effective solutions.

Your Choice

- Pilat 'Classic' or your own questionnaire. We can even provide individuals with the facility to define their own personal questions
- Choose from a range of Pilat pre-defined, easy to interpret, graphical reports and workbooks or have your own customised output
- Full Pilat Bureau service through to individual participant self-service.
- Option of scales including importance and performance ratings

Your Confidence

- User friendly technology
- Your very own branded corporate website
- Comprehensive workflows and progress tracking to ensure participant involvement and deadline completion
- Client-specific guidance and helpdesk service
- Our solid track record; having launched hundreds of 360° feedback projects and processed more than half a million assessments in over 14 different languages for a wide range of organisations

Your Security

- Provide a secure data infrastructure, protecting your organisational safety and reputation through our technology



360° Feedback

At Pilat, we pride ourselves on providing a full suit of HR solutions required to make 360° feedback a real success.

Pilat 360° Solutions

360° Web-based Application Features

- Web-based multi-rater feedback process
- Automated email reminders to participants, managers & feedback providers
- Graphical reports & personal workbook including; full guidance notes, ranked competencies & behaviours, perception gaps, strengths & limitations summary, supporting comments & development planning
- Administration & helpdesk service
- Guidance & help online
- Website (designed to reflect your corporate branding)
- Client-specific questionnaires, sources & scales (including dual scales)*
- Client defined processes, timescales & email text*
- Progress reporting to client administrator (if required)*
- Option for fully customised reports*

* not applicable on Pilat 360 classic

360° Classic

For rapid turnaround and the benefits of using a well tried competency model and behaviours, 'Classic' is the ideal option. There is a choice of three standard questionnaires; senior management, general management and professional (non-managerial).

Benefits

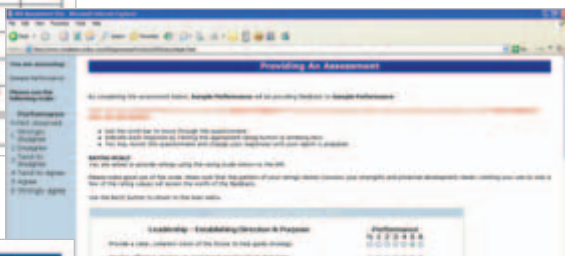
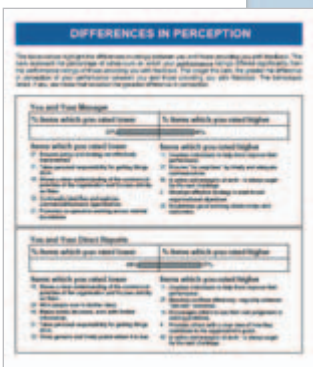
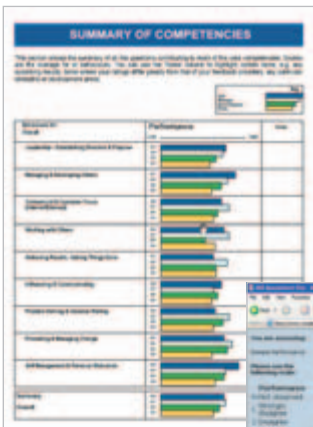
- Rapid deployment & fast turn around
- Report available via email or web-download
- Basic entry solution with no set-up costs
- Global accessibility via internet

360^{ON THE} NET Bureau

Pilat will design a 360 programme around your competencies/capabilities and tailor it to your requirements. We remove the hassle of implementation by setting-up and managing the entire process from start to end.

Benefits

- Fast implementation
- High face validity; your brand & your questions
- Minimises client administration (Pilat takes the load)
- You dictate the pace



360^{ON THE}_{NET} Self Sign-Up

'Self Sign-Up' is for organisations who want to encourage their people to take more control over their own development. It is an easy and convenient way to empower individuals as they can directly sign-up for a 360° process at an appropriate time for them.

Benefits

- Increases participants' control & ownership
- High face validity; your brand & your questions
- Minimises HR administration
- A staggered sign-up system that supports business workflows, minimising operational impact by spreading assessments throughout the year

360^{ON THE}_{NET} Client Managed

'Client Managed' has been designed for clients who want to 'do their own thing' but require design and set-up of their 360° programme. Clients will have access to take full control of their people processes.

Benefits

- Fast implementation
- High face validity; your brand & your questions
- Direct control over project launches, participant inclusion, timescales & processes

360° Paper & Pencil

A simple operation via the Pilat Bureau without the requirement of technology.

Features

- Questionnaire packs include; client questionnaires developed around their competency frameworks that can be tailored for the manager, self, peers, direct reports and others. The participant will receive a tailored 360 pack, including the necessary questionnaire(s) with full guidance notes and 'return to Pilat Bureau' envelopes to provide to the feedback providers when distributing the questionnaires.
- Pilat Bureau compilation & processing
- Pilat Bureau chasing participants (if required)
- Wide range of report formats with optional client-specific content
- Option of dual-scales; importance & performance

Benefits

- Does not require technology
- Cost-effective for small groups with tailored questionnaire

Summary of 360° Solutions

Features	Classic	OnTheNet	Paper & Pencil
Web deployment	✓	✓	✗
Competency frameworks	Choice of 3	Your own or Pilat Classic	Your own or Pilat Classic
Branded website	✗	✓	✗
Dual scales	✗	✓	✓
Email reminders	✓	✓	✗
Guidance / FAQ's	✓ (online)	✓ (online)	✓ (paper based)
Helpdesk	✓	✓	✗
Reports	Standard	Standard/ tailored/fully customised	Standard/ tailored/fully customised
Set-up time	Same day	2-4 Weeks	2-4 Weeks
Costs	Per report	Set-up + per report	Set-up + report + print



360° Feedback

Additional Services

The collection and provision of feedback data is merely the start of the process; effective facilitation and subsequent management of the development process are key to the realisation of a true return on investment. Pilat's additional services include:-

360° Consultancy

- Competency model & questionnaire design
- One-to-one feedback sessions
- Workshops for groups of participants
- Training a small group of feedback facilitators
- Unlocking potential; a development program for managers tailored around their 360 results
- Fast track programmes for high potential employees

Technology

- 360 integration with other applications (HRIS/LMS etc)
- Performance Management (performance planning, tracking & appraisal)
- Talent Management (career management, succession planning & reorganisation management)
- Development Management (development planning, tracking, monitoring, feedback & evaluation)

About Pilat

Pilat HR Solutions is an integrated human resources consultancy & IT systems solution developer. Our mission is to enable our clients to optimise the HR processes proven to underpin superior organisational performance.

For 30 years, our business psychologists have been leading best practice in all aspects of Talent Management, Performance Management, Leadership Development, 360° Feedback®, Organisational Surveys and Job Evaluation.

Our experts combine a deep understanding of people management and organisational development issues due to the opportunities provided by advanced technology. Our flexible in-house or fully hosted systems turn theory into practice. Pilat produces results.

Pilat HR Solutions has a wide and varied client base, including major global corporations and public sector bodies. We work across all sectors with organisations from a few hundred to hundreds of thousands of employees. We have a solid track record for developing tailored solutions that deliver improved performance and show impressive returns on the investment made.

Pilat HR Solutions is co-listed on both the London AIM and Tel Aviv Stock Exchanges as Pilat Technologies International Ltd.

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HR PULSE



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