

360° FEEDBACK

COLLECT.
 REVIEW.
 DEVELOP.



360 degree feedback and multi-rater feedback allow organisations to increase the quality of data needed in order to support development, performance and deployment decisions.

360 is a fully managed service that combines experienced and skilled Managed Service Team, web-based 360 degree assessment and project management system, and powerful reporting capabilities.

360 goes beyond the conventional 'Self' and 'Manager' appraisals to include data from peers, reports and other sources. Such multi-sourced data enables individuals to understand how they are perceived by others and why they interact the way they do. From this, individuals can begin making fundamental change and improvement.

Benefits for Employees

- **Build self-awareness** – Know perceived strengths and weaknesses by Managers and co-workers
- **Prepare for action** – Equipped to create plan for personal and professional development

Benefits for Senior Management

- **Focus on other pressing matters** – Project administration handled by experienced 360 Managed Service team
- **Get what you need** – Choice of standard, configured, or custom options
- **Stay informed** – Access to real-time feedback progress and results via the internet
- **Show results** – Robust reporting options
- **Prepare for action** – Information to empower staff to improve performance

HOW IT WORKS



Step 1: You Choose

Select from a menu of various options available that meet your needs



Step 2: We Prepare

We will quickly set-up your project, which includes your website questionnaires and project options



Step 3: We Deliver

We will be responsible for the entire project administration and help desk support from product set-up and launch to report generation and delivery



Step 4: You Get Results

We will quickly set-up your project, which includes your website questionnaires and project options

Service Highlights

- Rapid implementation or strategic phased-approach
- Process workflow options
- Pay-as-you-go
- Outsourced project administration
- Highly-skilled quality assurance team
- Advanced reporting
- Highly secure data
- Facilitation
- Train the trainer classes to facilitate the 360s in your organisation
- Global network infrastructure (Support during business hours BST & ET) – New Jersey and Hertfordshire, UK

Available System Options

Numerous standard, configurable, custom and multilingual options for:

- Website branding and presentation*
- Questionnaires
- Source types / Rater groups
- Nomination processes
- Sign-up processes
- Nomination and rate validation
- Real-time rater feedback
- Project monitoring
- Individual feedback reports
- Aggregate reports
- Report delivery
- Feedback facilitation

Unique System Advantages

- Content independent
- Supports any rating scale (single or dual)
- Supports any competency model
- Supports all languages

*It will take approximately 5 working days for our team to create your branded website