

# Talent 360<sup>®</sup> - a revolution in 360 degree feedback

Talent 360<sup>®</sup> is a sophisticated and powerful tool, giving you – or your consulting client – valuable information about how others rate the performance and behaviours of someone at work

Talent 360<sup>®</sup> is the most powerful 360 degree feedback tool available thanks to its leading-edge reporting, ease of use, ability to fit with organisations regardless of size or workflow, and its capability to make comparisons and signpost relevant learning and development activities.

## The sophistication of Talent 360<sup>®</sup> goes well beyond that of other tools

Our customers choose Talent 360<sup>®</sup> because of its power, flexibility and sophistication. It provides a valuable source of information and a powerful analytical tool and enables you to:

- Measure the success of learning and development programmes, comparing people over time – or consider them against benchmark data.
- Inform development plans by connecting 360 assessment directly with development actions.
- Spot potential by flagging key competencies and skills which can them inform succession planning.
- Carry out team-based strengths and weaknesses analysis.
- Report accurately using the strong visual analytics library.
- Support users to track their own progress via the easy-to-read dashboards.
- Monitor and manage the progress of any 360 review campaign, prompting users when needed.



## Define and tailor the the review process

Talent 360<sup>®</sup> helps you get a more successful, bought-into and valuable 360 degree feedback programme as you can:

- Empower your users to choose their own reviewers and/or a Moderator – either, from those stored in the system or uploaded as new contacts, or a combination of both.
- Define anonymity and confidentiality settings by each separate review group so you can determine who sees what and when.
- Give external coaches or mentors access to reports, benchmarks and development options.
- Define multiple rating scales – including Behaviourally Anchored Rating Scales (BARS) – enabling the best perspective on your people's capabilities.

|                  | Effective communication | Community and customer focus | Promote equality and value diversity | Personal responsibility | Maximising potential | HIPOTE |
|------------------|-------------------------|------------------------------|--------------------------------------|-------------------------|----------------------|--------|
| Louisa Jennings  | 87.1                    | 92.9                         | 94.3                                 | 93.3                    | 87.1                 | 8      |
| Tannis Perks     | 88.7                    | 83.7                         | 94.1                                 | 87.8                    | 91.1                 | 8      |
| Martin Singleton | 88.5                    | 88.7                         | 92.5                                 | 87.9                    | 87.1                 | 8      |
| Malcolm Dey      | 86.8                    | 82.9                         | 92.8                                 | 88.2                    | 90.3                 | 8      |
| Simon Warwick    | 85.8                    | 86.5                         | 90.3                                 | 89.5                    | 87.9                 | 8      |
| Ken Townsend     | 84.9                    | 82.9                         | 88.8                                 | 88.2                    | 83.9                 | 8      |
| Chris Hunt       | 83.6                    | 80.2                         | 90.4                                 | 84.8                    | 86.8                 | 8      |
| AVERAGE          | 83.4                    | 81.3                         | 89.9                                 | 86.3                    | 84.2                 | 8      |
| Anthony Purvis   | 85.9                    | 73.6                         | 89.5                                 | 85.3                    | 87.2                 | 7      |
| Donna Bennett    | 76.8                    | 86.9                         | 90.5                                 | 88.6                    | 77.7                 | 8      |
| Joanne Walker    | 83.3                    | 69                           | 85.2                                 | 80.8                    | 83.5                 | 7      |
| Lesley Scott     | 74.7                    | 76.2                         | 87.8                                 | 79.7                    | 76.1                 | 7      |
| James Moggridge  | 74.3                    | 72.6                         | 83.2                                 | 81.7                    | 71.2                 | 7      |

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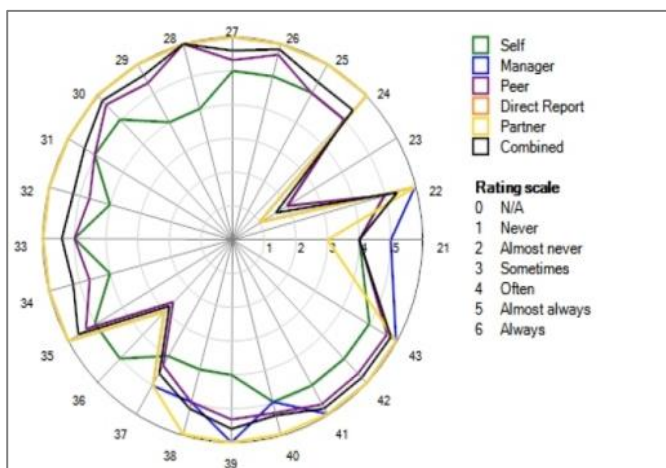
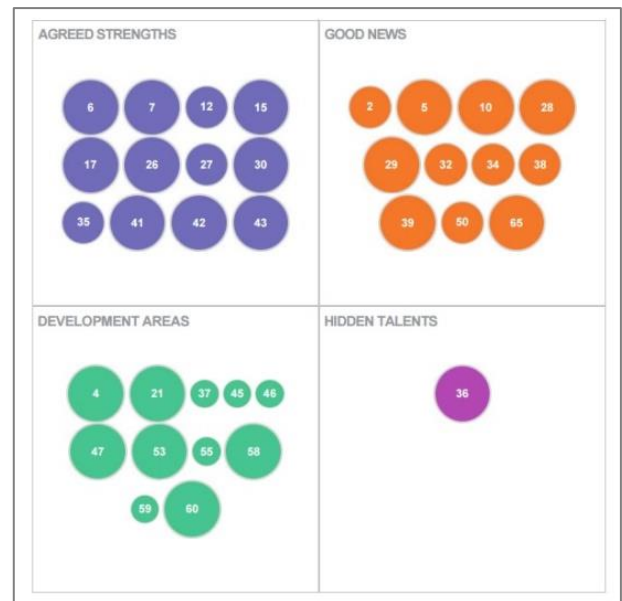
*"We know we've made the right choice. I really believe that the Talent 360® system is one of the best – it's cost effective, easy to use and highly professional." DB Schenker*

### Simple and easy to use

Usability is key to getting a new system implemented as, without this, buy-in and usage can be limited.

Our software sees completion rates as high as 95% thanks to its design and perceived value.

- Mobile capability means that reviews can be completed and reviews managed easily.
- User interface is straightforward to use and reflects the more modern design elements seen in Apps.
- The single Talent Management Portal means that users can access assessment and development resources whenever they need to.
- The review process is kept on track through automatic and manual reminders.
- It is relevant and valuable – and we know because our customers tell us so.



### Configure and customise the content

Deployed on the fully configurable Talent Cloud® platform, with Talent 360® you'll be able to:

- Tailor the system to not only adopt the look and feel of your organisation – or that of your client if you are a consultant – but also the workflow.
- Include your own competency framework – or the Head Light Competency Framework to design and develop your own 360 assessments.
- Enable your users to ask their own free text questions of their reviewers.

## Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – providing you with a money-back Service Level Guarantee. Available either on a Pay-As-You-Go or Subscription basis, it provides you with the flexibility you need. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module such as Talent 360®, and add further modules as and when you need them.