

Talent 360 - a revolution in 360 degree feedback

Talent 360 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 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 goes well beyond that of other tools.

Our customers choose Talent 360 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 then 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 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	High Potential
Louisa Jennings	87.1	92.9	94.3	93.3	87.1	8
Tannis Perks	88.7	93.7	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	8
Donna Bennett	76.8	86.9	90.5	88.6	77.7	8
Joanne Walker	83.3	69	85.2	80.8	83.5	8
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

A color scale legend at the bottom of the table ranges from 70 (dark red) to 90 (dark green), with intermediate values at 71, 72, 73, 74, 75, 77, 78, 79, 80, 81, 83, 84, 85, 86, 87, 89.

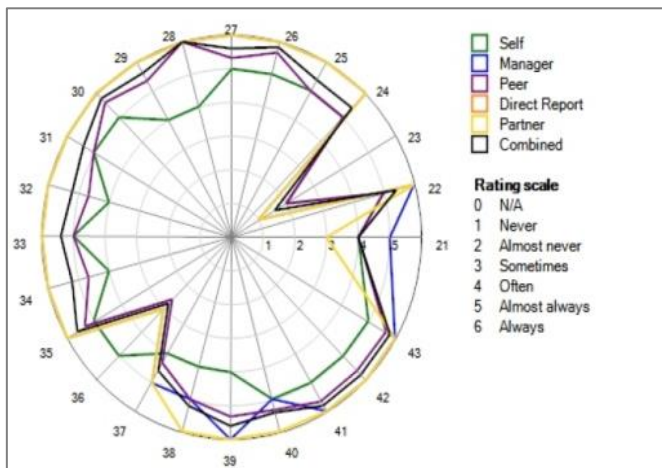
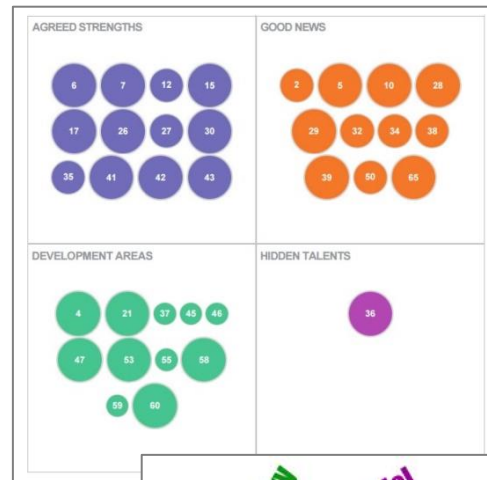
"We know we've made the right choice. I really believe that the Talent 360 system is one of the best – it's cost effective, easy to use and highly professional." DB Cargo (formerly DB Schenker)

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, flexible, 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 – giving you a money-back Service Level Guarantee. 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.



Talent® and Talent Cloud® are registered trademarks of Head Light Ltd. Other trademarks are owned by their respective owners. © Head Light Ltd, 2018

E: info.request@head-light.co.uk • W: www.head-light.co.uk