



## 360° Feedback systems

If you want to provide a mechanism for feedback that supports both individuals and their managers have meaningful development conversations, a 360° feedback programme is a great solution.

**People Insight's 360° feedback systems are easy to set up, and with our expertise and support, we'll deliver a great personal service that brings real change.**



## 360° Feedback systems-Your choices



### 360 Ready to go - a rapidly deployed 360° feedback system

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Our 360° Ready to go tools are based on three behavioural frameworks, based on empirical research<sup>1</sup> and practical experience.

Choose from frameworks for leaders, managers or for those focussed on employee engagement. All you need to do is tell us who you would like to begin a 360° review and when, then we do the rest.

The process is very quick – we can set your managers up on the system today, and they can expect to receive a fully comprehensive feedback report in as little as a week.



### 360 Custom - 360° feedback software customised to your needs

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For 360° feedback on your organisation's specific, values or competencies, and a more tailored approach, then 360° Custom is for you.

We upload your existing behavioural (or competency) framework to the tool, or we can help you and your organisation build one from scratch.

Our expert business psychologists have helped many of our clients develop the values, competencies and behaviours they need for their business to succeed.

<sup>1</sup> Kouzes, J and Posner, B. The Leadership Challenge (2012)

## 360°

Ready to go

## 360°

Leader

## 360°

Manager

## 360°

Engage

### 360° Leader

Based on proven leadership behaviours:

- Integrity
- Development
- Influencing
- Strategy
- Engagement
- Performance
- Agility

### 360° Manager

Based on broad manager behaviours that help people thrive:

- Communication
- Managing performance
- Personal effectiveness
- Supporting/developing others
- Motivating others

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### 360° Engage

Based on the People Insight PEARL™ model of engagement, specifically to help your managers become experts at engaging their teams:

- Encourages growth
- Provides line of sight
- Gives feedback and recognition
- Shows interest in the team
- Delegates and empowers



## Compare features

	360° Leader	360° Manager	360° Engage	360° Custom
Easy to use software, on all platforms				
Clear reports generated instantly				
Questions based on existing behavioural frameworks designed by People Insight's business psychologists				
Use your own behavioural framework and questions				
Work with People Insight to develop new values, behavioural frameworks and questions				
Use your corporate logo to brand the system and reports				
Tailored functionality (e.g. minimum numbers and types of raters)				
Simple per project fee				
Set up fee + charge per project fee				

## Our usual high standards of customer service

**Whichever 360° feedback system you choose, it is delivered by our expert team of account managers. They will:**

- Handle all the administration for you
- Set up users and send logins
- Provide users with comprehensive advice and support
- Give you an admin login so you can monitor project completion to keep your people on track

## 360° Consultancy support

**We're not just about the tech – our experienced business psychologists and coaches can help you with the following:**

- Developing new values and competency frameworks
- Internal communications support to ensure your 360° feedback programme runs smoothly
- Giving individual 360° feedback and planning development activities
- Train HR business partners or managers on how to provide feedback effectively
- Coaching 1:1s to work through development challenges supported with psychometrics

“People Insight have provided us with 360° feedback services since 2014. They have always provided us with a professional and efficient service, where nothing is ever too much of a problem to resolve. The account manager team are approachable, methodical and a delight to work with, as a result we have a great working relationship with People Insight, and would recommend them.”

Lisa Le Gros, HR Service Centre Team Coordinator and Julie Thomalla-Clensy, HR Service Centre Admin Agent, Pladis (United Biscuits)