

## 360 degree feedback system profile

This software solution is specifically designed to help you implement evidence-based improvements in leadership capabilities. It assesses leadership strengths and weaknesses on data, not anecdotes, and it allows measurements to be taken over an extended time period.

### Key strategic features

For a strategic HR function, the following features are relevant:

1. Group reports indicate the collective ability of leaders to effectively address strategic priorities
2. Data from group reports can be fed into the Workforce Plan
3. Measures of management performance against a capability or competency framework can be used for a strategic gap analysis
4. Group measures of the extent to which executives role model the values and behaviours indicates progress on culture management and change.

### Reports

1. Importance of the behaviour / item in the current role of the participant
2. The performance of the participant as observed by self, peers, manager and staff (optional additional categories such as customers and stakeholders can be run)
3. The signature strengths of the participant
4. The key development needs of the participant
5. Qualitative comments to support the results
6. Indicators on the reliability of data
7. Urgency barometer – improvements the participant should address first.

All reports carry a “Guide to self-debriefing” that allows the participant to analyse their results reliably in privacy, in their own time after their official debrief.

### DIY option

For channel and alliance partners, we offer a wholesaling service which allows you to run our software as though it were yours. This way you service your clients according to your project timing and requirements, with an interface and reports that use your logo.

[Contact us](#) to discuss your requirements and receive a system demo and / or quote.

### General system information

The software is hosted by **iedex** and all participants need to complete the 360 process is access to the internet and a web browser. Security and confidentiality are guaranteed.

### Value adding services

The 360 feedback process can be run as part of an end-to-end solution incorporating:

- Survey design & question validation
- Capability framework development
- Values and behaviours development
- Co-active coaching services based on 360 results
- Group profile analyses, in relation to strategic priorities, and recommendations
- Benchmark data
- Guidelines on using 360 results for incentive payment purposes.

### Pricing

Contact us at [strategy@iedex.com.au](mailto:strategy@iedex.com.au) to discuss your requirements and receive a quote.