

360-degree Feedback Model

We help organisations measure the leadership capabilities of their employees, teams and the organisation as a whole using the 360-degree feedback methodology.

Leadership at all levels is critical for organization success.

Building leadership capabilities that drive performance is a key issue facing organizations.

Our key is a strategic approach. We help develop a Leadership Framework, using our generic set of competencies which are then aligned to organizational goals. We also work with existing Leadership frameworks.

We continue to receive positive feedback about our 360-degree Feedback reports, which provide great benefit to recipients through personal commentary and in-depth analysis. Our commitment to adding value to the 360-degree feedback process sets our work apart from the automated and generic reports of most online service providers.

Participants

360-degree feedback is a process of collecting perceptions about a person's performance from their managers, direct reports, colleagues, team members, and internal and external customers.

Benefits of ES 360-degree Model

The Evaluation Solutions 360-degree Feedback can benefit organizations at individual, team and enterprise levels.

For the individual:	For the team:	For the organization:
⊙ Self-awareness of how others perceive you	⊙ Opportunity to provide feedback	⊙ Path for improved performance
⊙ Demonstrated competence to others	⊙ Opportunity for greater openness in relationships	⊙ Path for improved career development
⊙ Confirmation and identification of strengths	⊙ Opportunity to improve teamwork	⊙ Culture of feedback: in action!
⊙ Focus for one's own development	⊙ Opportunity to influence team culture	⊙ Reinforce corporate culture and goals

ES Online Service

The Evaluation Solutions online service provides further benefits to organizations.

- ❖ Higher efficiencies from the online environment and lower overall cost
- ❖ Rapid survey feedback in a predictable timeframe. 360-degree feedback is collected and reported using our award-winning online survey management and reporting tool, [e-value-it](http://e-value-it.com). The online system follows an integrated step-by-step process, with automated email notification and reminders, advanced survey tracking, and real-time data access.



Want to know more?

Survey people online

e-value-it.com

ES Project Portal

The Evaluation Solutions online portal facilitates task management for your project, including:

- : Collection of rater lists from respondents
- : Booking feedback sessions
- : Provision of project information
- : General communication with participants and raters
- ❖ Multi-user license that enables security access by project team
- ❖ Access to custom reports and benchmarking data

ES 360-degree Feedback Model

E-value-IT is a proven system delivering an intuitive and easy to use survey solution:

1. Leadership Framework is based on leadership competencies and alignment with organization goals and objectives
2. Feedback questions and online communications are customized to suit the organization and respondents
3. Purpose and process is communicated with participants and raters
4. Raters are assigned according to rules and criteria set by the organization and/or self-selected online
5. Feedback is implemented via our online system and automated reminders
6. Reports are generated for individual and groups
7. Reports are provided to individuals and debrief sessions help them interpret the findings
8. Follow-up action plans are prepared by individuals together with their managers
9. Professional Development programs, including mentoring and coaching, are implemented

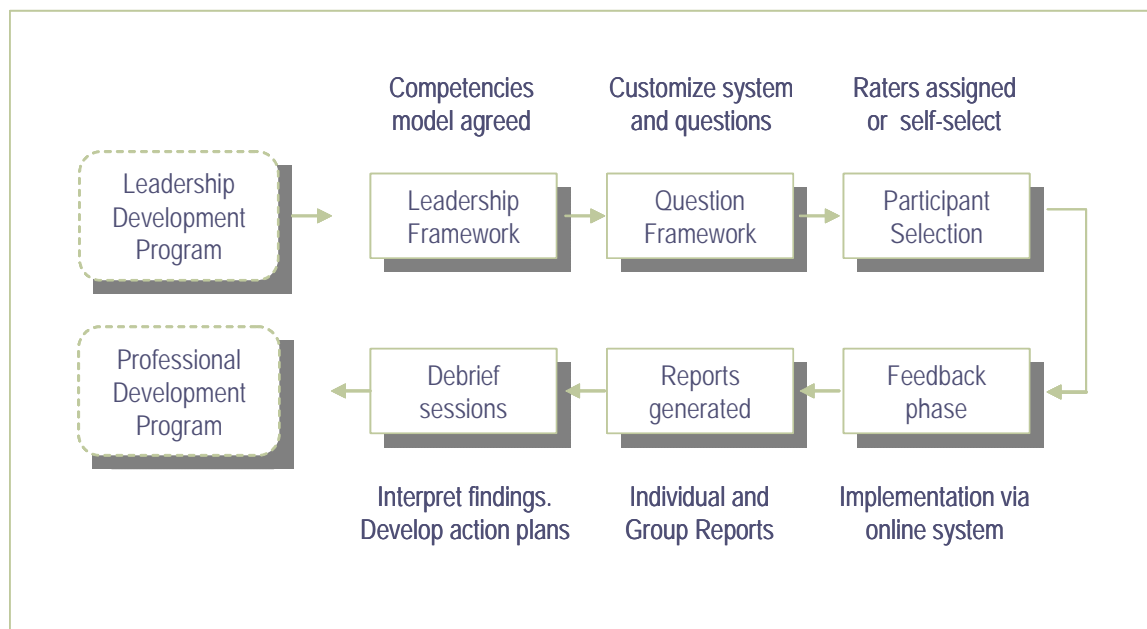


Fig 1. 360-degree feedback process

The E-value-IT survey process has been rigorously tested, and is seamless and fully integrated, so you can be sure that report outputs accurately reflect tamper-proof response data.

ES 360-degree Feedback Report

Evaluation Solutions reports are prepared to meet your requirements using our 360-degree Report templates, enabling summary tables, bar and pie charts, cross-tabulation, filtering (by response or attribute/ demographic), and gap comparisons.

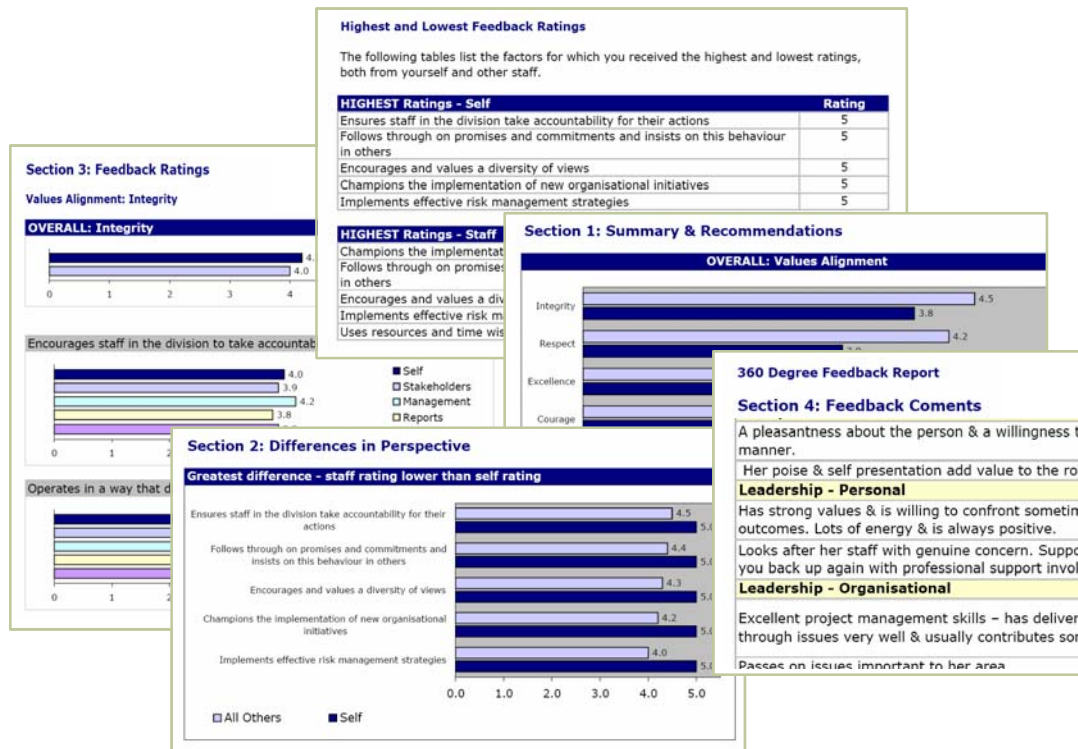


Fig 2. Sample report outputs

ES One-on-one Feedback Meetings

Evaluation Solutions consultants are experienced in self-reflection techniques and conduct the debrief meetings in a sensitive and supportive manner.

Evaluation Solutions facilitates sessions for its consultants prior to each round of interviews to maintain standards, ensure consistency and a common focus.

Our facilitation process is respectful, non-judgmental and confidential.

The feedback meeting works through the 360-degree report with each individual, providing feedback about how consistently the values, skills and characteristics of the Leadership Framework have been demonstrated. In addition the meeting enables an opportunity for self-reflection, improvement and increased self-awareness.

Feedback meetings can be heart-felt and personal. Our consultants are skilled in balancing perspectives and help participants focus on the future.

ES Capacity Building

E-evaluate-IT is also available on a subscription basis as a fully self-managed system, giving you the flexibility to take the survey management process in-house at a future stage if required.

Evaluation Solutions can assist in building capacity for self-management of future surveys.