Centranum® HRadvance

Leading Edge

Performance and Capability Development Platform

Web Based Tools for 360 feedback

Fully customisable 360 Feedback

- **Developed by psychologists and performance technologists for actionable feedback**

- **Fully customisable**

- **Intuitive interface, flexible process**

- **Sensitive scales differentiate skill level**

- **Graphical easy-to-read personal reports**

- **Easy to use as a coaching tool**

- **Consolidated reporting for training needs analysis**

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centranum
talent management systems

90-180-360 Feedback Tools

Set up

- ✓ Select from our generic competencies or
- ✓ Use your own competency set and rating scales
- ✓ Feedback on individual job responsibilities, project work or demonstration of values
- ✓ Anonymous or author identified feedback
- ✓ Option to make some or all ratings compulsory
- ✓ Optional sections for narrative feedback in areas such as overall strengths and weaknesses
- ✓ On-line nomination and approval of respondents by relationship category; manager, report, colleague, self.
- ✓ Configurable automated email notifications and reminders

Providing feedback

- ✓ Respondents rate listed behaviours and competency headings, and can provide optional comments
- ✓ Respondent home page lists all current feedback requests
- ✓ Respondent may download or print their completed responses as a personal record

Administrator tools

- ✓ User management
- ✓ On demand reports on respondent progress in providing feedback and overdue responses.
- ✓ Generation of individual reports
- ✓ Optional consolidated reports on group competency levels and gaps

Moderation

Optional moderation process for administrators minimises risk of inappropriate feedback.
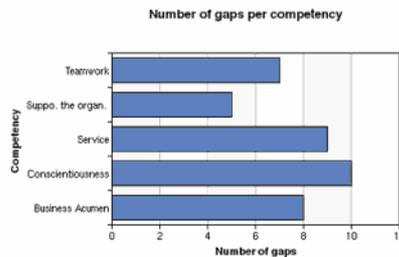
Feedback

- ✓ Easy to read individualized graphic report with customisable cover page and introduction
- ✓ Summary and detailed feedback by relationship category as well as indicators of strengths, weaknesses, blind spots and areas of potential bias or conflict

Consolidated reports

- ✓ On demand reports by time frame, department and competency type highlight competency levels and gaps

Follow up

- ✓ Action Planning templates from our library or,
- ✓ Add your own customisable coaching tips and resource list for Action Planning

Number of gaps per competency

	Leadership - SMT	Building Relationships	Achieving Results	Talent Management	Communication and Collaboration
@Kathy Khaki	69.3	68.6	68.6	73.3	69.3
Cheryl Crimson	90.8	86.2	93.8	86.2	84.6
Chris Cobalt	93.3	93.3	84.4	87.8	92.2
Deana Denim	99.0	96.2	96.2	92.4	97.1
Elizabeth Ebony	91.2	95.0	91.2	88.8	91.2
Jean Jade	92.9	88.6	92.9	85.7	85.7
Judi Jonquil	92.3	90.8	98.5	95.4	89.2
Lesley Leader	56.4	67.3	58.2	54.5	83.6