



360 Feedback platform



Flexible web based tools that support all 360 feedback initiatives from the most simple to the most complex.

Customizable graphical individual reports and comprehensive analytics provide rich information on development needs and progress by team, organization, job family and time periods

Simple administration

Scalable for enterprises with multiple divisions

Comprehensive 360 feedback survey management system for any competency types and other factors

- Manage your own central competency library - question bank
- Multiple competency/factor types supported
- Define and update all competencies/factors and items in one place
- Quickly and easily map to survey templates
- Easy administration create surveys all at once with wizard
- Unparalleled flexibility - multiple options for survey process and settings
- Customizable attractive graphical individual development reports
- Consolidated reports on survey responses, development needs, strengths
- Optional Integrated learning and development resources and development planning

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Central Library

Manage all competencies/factors, items/behaviors and rating scales in one place. Update as required with editing protocols that preserve data integrity.

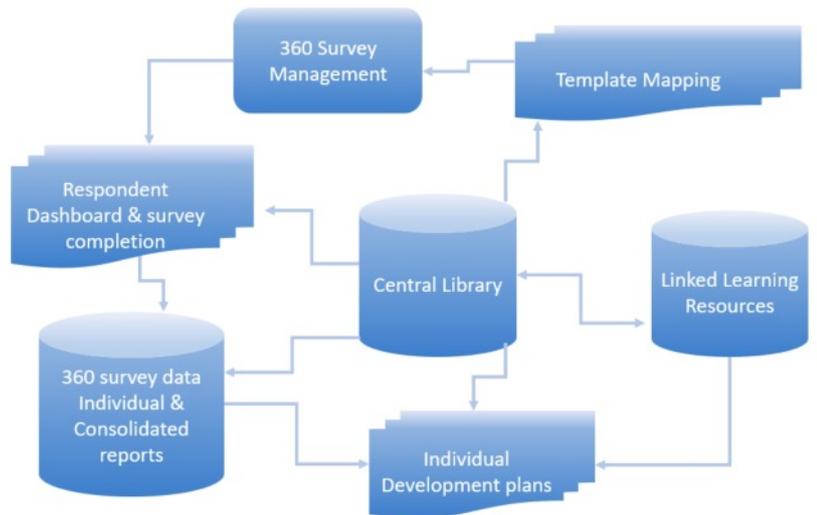
Build a library of development suggestions.

Manage library access permissions for administrators.

Template Mapping Tool

Create multiple re-usable survey templates, selecting factors and items from the library.

Link participants to a template to gather feedback.



Manage 360 Feedback Surveys

Administrator Dashboard - create, track and manage surveys. Set up notification and reminder emails that automatically go to participants and respondents.

Create all surveys at once with the Wizard. Options include;

- Competency/factor types
- Open question selection
- Ratings and comments that are mandatory
- Default questionnaire display
- Scoring methods
- Customizable report settings, including cover, introduction and appendix. Show results overall, by respondent types, against selected norms, personal blind spots, differences in perception between defined groups such as managers, reports and colleagues, areas of strength and development opportunities.

Batch ID	ID	Name	Deadline	Employee	Respondents	Anon	Approved	Stage	Actions
60	9603	sample	2020-03-14	@Carly Clark	1	Yes	No	Not started	[Icons]
58	9582	sample data historical	2020-03-30	@Kathy Khaki	1	Yes	Yes	Completed	[Icons]
57	9580	Sample Data	2020-02-04	Frannie Fiscal	3	Yes	Yes	In Progress	[Icons]
57	9579	Sample Data	2020-02-04	Frank Fine	3	Yes	Yes	In Progress	[Icons]
57	9578	Sample Data	2020-02-04	Frank Fiat	3	Yes	Yes	In Progress	[Icons]

Manage the Process



Adjust the survey settings to control the process and timing. Including respondent nominations and approvals, optional moderation step, report release.

Consolidated reporting

Reports on survey response progress, heat maps, strengths and weaknesses, opportunities for development, development over time. Downloadable in various formats