



People-focussed businesses are better able to attract, retain and develop the most talented people

Introducing Globus360 360 Degree Feedback

Globus360 is our highly flexible 360 Degree Feedback service, which utilises a reliable web-based tool that allows you to measure the values, competencies and behaviours that relate to your own organisation. Key features of **Globus360** include:

- ★ Flexibility
- ★ Fully Customisable
- ★ Managed Service
- ★ Extensive Relevant Experience.

Flexibility

- ★ Use your own competency framework or simply use one of our many “ready to go” questionnaires including Public Service Leadership, HR Management, Training, Finance, Project Management.

Fully Customisable

- ★ Branding, questionnaire structure, report layout, email and reminder content is all customisable to capture the objectives and ethos of your organisation and also to match your house-style and public identity requirements.

Managed Service

- ★ We work with you to prepare your organisation to make the process fully effective. We help to develop your competency framework, train your team to deliver feedback, provide coaching and follow-up development.

Experience

- ★ We have extensive experience of delivering 360 degree feedback, training and other services in a wide range of businesses, government and educational organisations.

Organisational Benefits

Managed professionally, 360 degree feedback increases self-awareness and supports organisational change by promoting:

- ★ **Impact** – Increased understanding of behavioural impact on others
- ★ **Focus** – more focused development activities
- ★ **Involvement** – increased involvement of people in the organisation
- ★ **Ownership** – increased individual ownership for self-development and learning
- ★ **Familiarity** – increased familiarity with the implications of cultural or strategic change
- ★ **Culture** – the process and competency framework can reinforce your organisation’s culture and values

Design and Support

- ★ **Professional Design** – designed by senior HR professionals to measure and deliver tangible business outcomes
- ★ **Professional Support** – confidential guidance and practical support provided to all participants, respondents and project managers involved in the process

Value

- ★ **No IT Expenditure** – the Globus360 works from our dedicated servers and we host with the UK’s most reliable provider, with a 99.5% uptime
- ★ **Low Administration Overhead** – a totally paper free process for administering and collating 360 degree feedback reports. Invitations and reminders are fully automated within the system. You team have more time available to spend on development programmes

To find out further information about Globus360:

Call: Elaine or Sam on 0870 4464 360

enquiries@globushr.com

www.globushr.com

