

360
degree.it
bespoke online
feedback

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A quick, simple and
bespoke 360 solution

360degree.it solution for training providers

The online 360degree.it system can be used by Training Providers, Coaches and Mentors in any industry sector to monitor and develop delegates within organisations, both large and small. Our flexible system allows the 360 process to form part of a training programme or a separate performance management exercise.

We understand that your clients have different objectives, frameworks and management styles. 360degree.it adopts a bespoke, consultative approach and works closely with training providers to build custom features, surveys and reports in order to meet their specific client's requirements, including separate links and branding for each company.

- Bespoke solution – specific to your clients
- Built around your competency framework or behavioural structure
- Quick and simple to set up (the solution can be implemented in as little as one month)
- Robust, tried and tested functionality - ISO 9001: 2008 Registered Quality standards
- Intuitive and easy to use, for any user level, with full support offered via our dedicated support desk
- Designed to follow your corporate branding or can include client specific branding
- Simple pay per delegate structure
- Administrative rights to set up new clients, programmes, cohorts and users
- Flexible for ease of future development and expansion
- Access the system from anywhere via a secure log in

System administrators

can create and load custom surveys, manage the process in terms of reminders and follow up actions and produce meaningful reports to aid client feedback

Delegates can assign their own evaluators, send reminder emails and view certain reports (based on administrator approval)

about 360degree.it

360degree.it enables organisations to understand and maximise the strengths of their people, whilst highlighting areas for improvement, all in the pursuit of continuous professional development, using our bespoke, intuitive, robust and established system.

360degree.it forms part of the Netready Group which was established in 2000. Netready is an ISO 9001 registered and TickIT approved design, web and software development agency, established in 2000. We specialise in robust development, inspiring design, creative consultancy and reliable on-going support.

our clients:



South Tyneside Council



Penna



surveys

You can use your or your clients own 360 feedback survey. Surveys can be used across multiple programmes and cohorts, allowing for comparative reports and a build-up of statistical information over time, helping you provide the best service possible. The per user structure allows for individuals to receive 2 surveys during the process - the before and after 360. We give training providers the necessary time for this process to be carried out (usually 1 year).

- No restriction on the number of questions
- No restriction on the type of survey
- Options of feedback types: ratings or written comments
- Different groups of delegates can receive different surveys
- Options to for each survey to be completed 'before' and 'after' a set date - good for seeing improvements before and after training
- Automated reminders to evaluators prompting them to complete surveys

reporting

Once evaluations are complete, survey data is compiled and results are presented in downloadable pdf files, presented in both text and graphic formats. These can be shared with the client at both senior management and delegate level. The reports enable straightforward comparisons between individuals, cohorts and programmes, usually for an initial evaluation and a final evaluation.

- **Programme Report -**
Combined ratings across the programme, used by training providers for discussion with the client
- **Cohort Report -** Combined ratings across the cohort (within a Programme).
- **Individual Report – Before**
Showing self-evaluation, manager, Peer and subordinates ratings and comments, prior to training
- **Individual Report – After**
Showing self-evaluation, manager, Peer and subordinates ratings and comments, after training
- **Individual Report – Combined**
Showing combined scores for self-evaluation, manager, peer and subordinates ratings and comments



“ I've been really happy with the system, really easy to use and netready have always been so supportive and really helpful. ”

Pricing to suit your needs

administrative features

Within the admin side of the system there will be an option to view the progress of cohorts and individuals, including the evaluators' completion of the 360. This will be displayed visually using a coloured bar (100% green, yellow 50%, Red below 50%). Administrators will also have access to all reports and the ability to control when these are distributed to the client and individual delegates.

- Full control over the questions that appear in surveys
- Full control of site content (all pages of the site)
- Full control of data collated
- Progress report showing colour coded information, including the status of each delegate's evaluation and portfolio