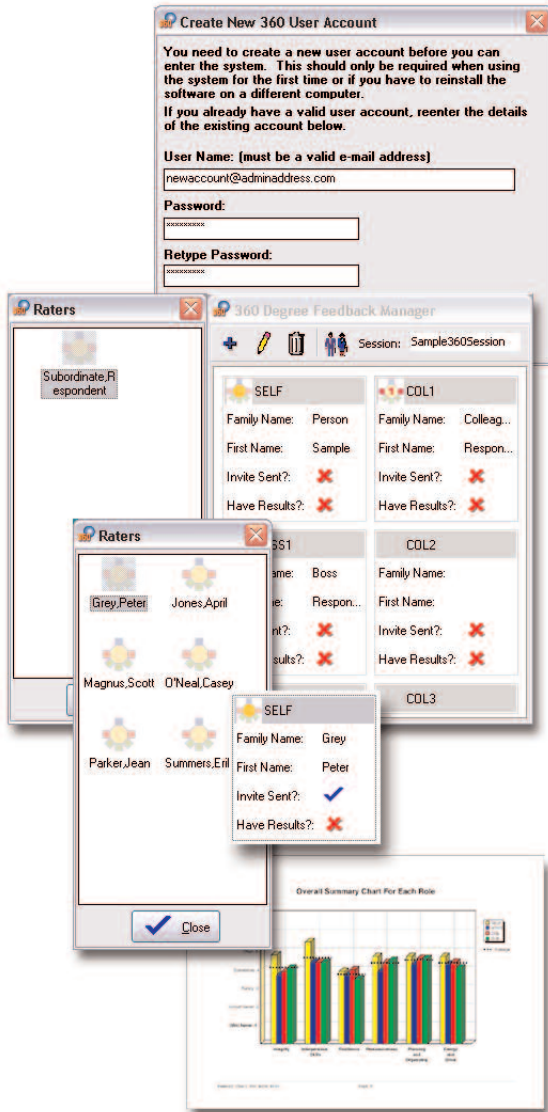


360° APPRAISAL MANAGER

360° Appraisal Manager is an online assessment system designed to allow you to manage the entire process of 360° appraisal. It could not be easier: first, select your competencies from the comprehensive list. Next, enter participants' details and invite them to complete the online appraisal. Finally, download results for detailed analysis and reporting.



THE COMPETENCIES

360° Manager uses a framework comprising 9 broad competency groups that, through international research, have been found to be generic and important areas influencing individual and organisational performance. Each competency area includes five individual competencies as shown below:

Integrity

- Integrity
- Dependability
- Realistic Self-assessment
- Risk Avoidance
- Responsibility

Interpersonal Skills

- Relationships
- Empathic
- Interpersonal Support
- Diplomacy
- Appropriate Assertion

Planning & Organizing

- Time Management
- Future Orientated
- Prioritisation
- Delegation
- Planning

Creativity

- Innovation
- Adaptability
- Holistic Thinking
- Strategic
- Ideas Generation

Resilience

- Emotionality
- Composure
- Tension
- Suspiciousness
- Impulsive

Quality Orientation

- Detail Consciousness
- Task-Focus
- Task Finishing
- Systematic
- High Standards

Logical and Analytical

- Rationality
- Numerical Skills
- Critical Appraisal
- Decision making
- Analytical

Persuasiveness

- Communication Skills
- Written skills
- Coaching
- Social Presence
- Listening Skills

Energy and Drive

- Energy
- Self-motivation
- Results Orientated
- Motivating
- Initiative

THE REPORT

360° Manager provides a highly detailed report covering all the selected competencies. With a specific focus on facilitating self awareness and personal development, the report not only highlights overall rated competencies, but how self-ratings vary from all other participant groups in both graphic and narrative formats.

EASY SET UP

One respondent is always assigned as the subject of the assessment - the 'Self' role. Additional respondents can be assigned roles according to their work relationship to the subject of the assessment - 'Boss', 'Colleague' or 'Subordinate'. Up to two boss roles and six subordinates and colleagues may be assigned in one 360° session. Once all the roles have been assigned, email invitations can be sent to all the raters with one click. This email includes a link to the personalised online assessment which the raters can complete at their own convenience. Once the appraisals have been undertaken, results are available for reporting and analysis.

GeneSys 360° Manager supports organisational change by promoting:

- More focused development activities
- Increased individual buy-in for self-development and learning
- A climate of openness
- Increased understanding of individuals' impact on others
- Increased individual effectiveness

Pricing

One GeneSys credit per participant.
 Minimum credit 2
 Maximum credit 14
 Credit costs available from your local Genesys distributor.