



360° Assessment

Develop the skills and behaviors that drive your business

SMD's 360° assessment platform delivers a multi-rater survey tool that quantifies the impact of skills and behaviors on the bottom-line. This easy to use tool takes the 360° process to the next level by providing leaders with developmental feedback focused on those behaviors and skills that have the greatest impact on performance.

Link
HR Processes
to Outcomes

Analyze

- Collect performance feedback from multiple perspectives
- Discover the skills and behaviors that drive business outcomes
- Identify strengths and development needs at both individual and organizational levels

Act

- Prioritize developmental opportunities that have the greatest impact on business outcomes
- Integrate results with leadership development and succession planning initiatives

Achieve

- Improve the skills and behaviors that drive your business
- Enhance your ready-now bench strength

Calculate
ROI

Features and Benefits

- Valid and reliable 360° survey item database
- Simple and easy to use reporting
- HeatMap reports that focus managers on the behaviors that drive results
- Development Tips Guide for effective action planning
- Customized to meet your organization's requirements
- Scorecards with ROI estimates for competency improvement
- Communication tools and resources
- Automated e-mail reminders

Reduce
HR Costs

Services Provided

- Survey design and macro-analysis of results
- Customization of 360° assessment to align with business priorities
- Report interpretation training for participants
- Building an Effective Development Plan training for participants
- Presentation of group-level results including key business drivers

Simplify
Analytics &
Reporting

