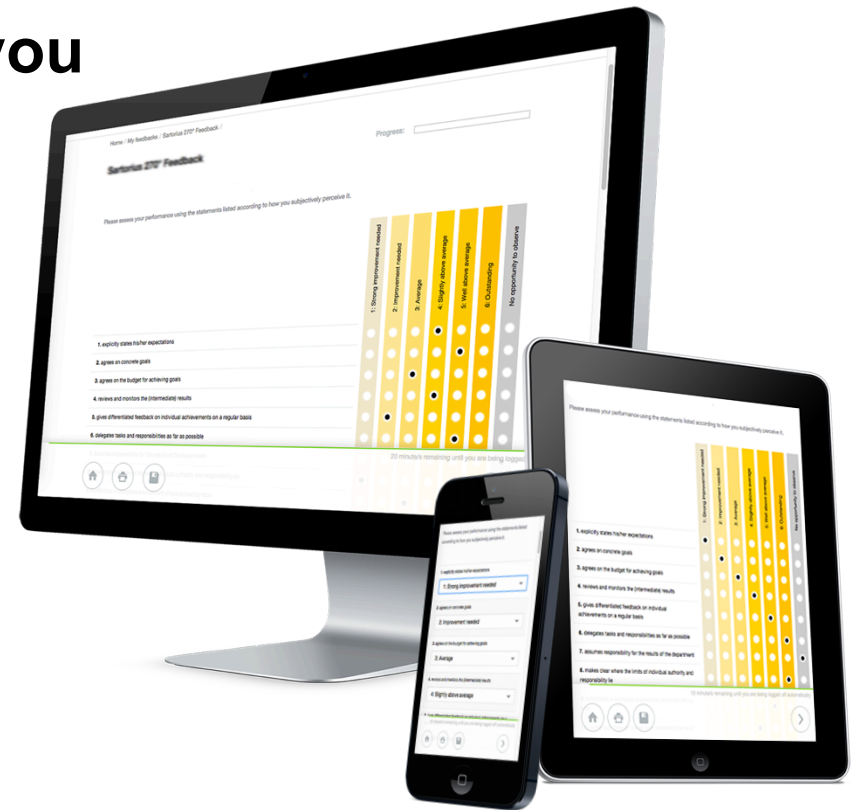# Develop your employees at the competencies that are right for you

- **Feedback that reflects the unique needs of your organization**
- **Support the individual development of your employees**
- **Recognize general trends through Management Reports**
- **Measure improvements over time through repeated feedbacks**

## Features

- Competencies and questions tailored to your organization
- Open questions, matrix questions, drag&drop questions, filter questions – a whole set of options allow you to ask the questions you want to ask in the way you want to ask them.
- Have the results report designed to your needs: from highly detailed with a lot of numbers to highly graphical with a lot of pictures
- Your workers council has special requirements in regard to anonymity – we got it covered.
- Externally hosted in Germany – no need to integrate in your IT system

## Effort

- Development Competency Model, Survey and Report

## Technology

- Browser based (works on every device)
- BringYourOwnDevice
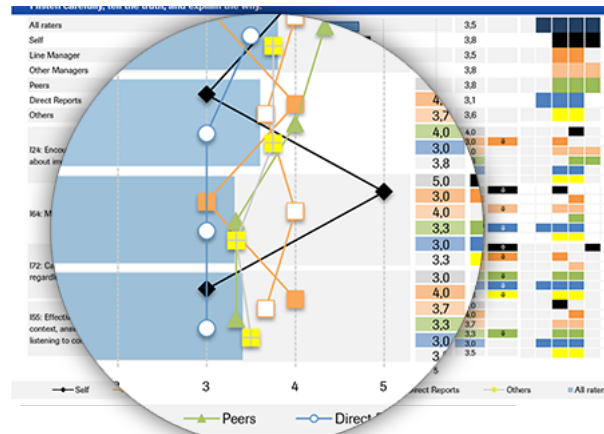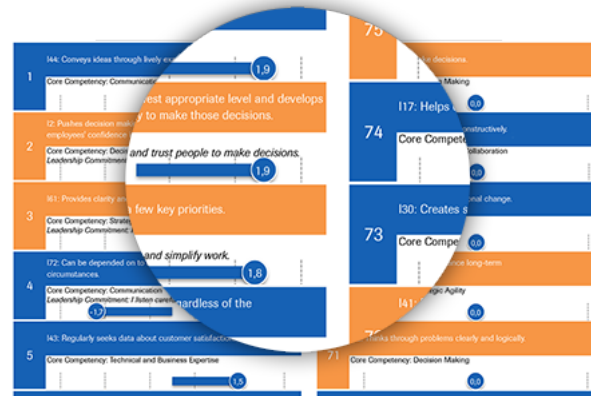
## What it can do for you:

- It encourages people's continual improvement and motivates change of behavior.
- A 360° Feedback shows the differences between self-perception and perception of others and it exposes every day behavior in different working settings.
- Improved communication.
- Improved relationships by creating an open feedback culture.
- We tailor the questionnaire and the report to your needs, so your managers get the feedback they need to move your organization forward.
- By tailoring this feedback you can clearly communicate what is important and desired behavior from your leaders.
- Open questions allow specialized feedback to the feedback receiver.

## Business case

- Create a need to really live the leadership guidelines or strategies you have created

## Application case:

- An international company used also the feedback to communicate the strategy throughout all levels and managed the needed turnaround.





## Technical features:

| | |
|---|---|
| Accessible by browser | ✔ |
| Internet connection required | ✔ |
| Mobile friendly | ✔ |
| No Plug-Ins | ✔ |
| BYOD enabled | ✔ |
| 100% anonymity / data security | ✔ |
| Multilanguage | ✔ |
| Graphic reports | ✔ |
| Open Comments / Word Cloud | ✔ |
| Generates KPI's | ✔ |
| Dedicated unit analysis possible | ✔ |
| Consulting & Training available | ✦ |
| Design customizable | ✦ |
| Content modifiable | ✦ |
| Paper based questionnaire available | ✦ |
| GPS tracking | ✘ |
| Offline mode | 🕐 |
| Available in the App Store | 🕐 |
| Available on Google Play | 🕐 |
| Minimum people: 10 / Maximum: ∞ | |

✔ Included  ✦ Surcharge  ✘ No  🕐 Soon