

## 360 feedback: Drive growth, deliver strategy

People Insight 360 feedback platform – helping you align leadership behaviours with strategy



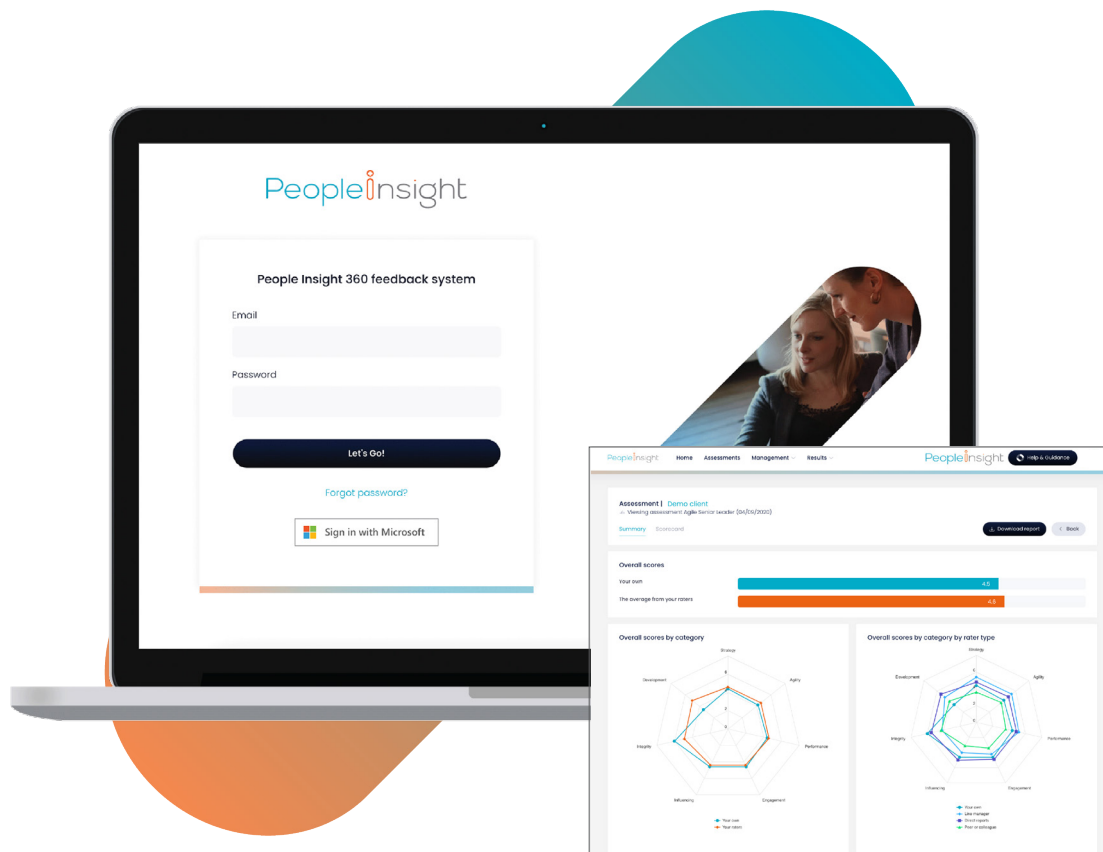
What is 360 feedback?	2
Benefits of 360 feedback	3
A new experience	3-4
Our products - 360 Custom and 360 Ready to go	5
360 - Powered by people	6
Book a demo	7

## What is 360 feedback?

If “culture eats strategy for breakfast” then embedding the right leadership behaviours in your organisation will be key.

When done right, 360 feedback provides clarity, focus and impact, encouraging targeted personal development aligned to the specific behaviours that are critical to your organisation’s success.

At People Insight, we have enhanced the 360 process, incorporating the latest in generative AI to quickly analyse feedback and provide personalised, guided actions.



We offer fully customisable 360 feedback tools, as well as pre-validated, ready-to-go solutions. These empower all members of your team to receive panoramic perspectives on their behaviour, from peers, direct reports, managers and others.

From leadership effectiveness to individual career progression, our solution measures what truly matters to your employees, regardless of their level.

## Benefits of 360 feedback



**Multifaceted insights:** Gain a comprehensive understanding from diverse viewpoints.



**Reveal blind spots:** Identify hidden areas for improvement and unlock untapped potential.



**Tailored training:** Receive targeted training to enhance performance and achieve excellence.



**Boost collaboration:** Amplify collaboration and teamwork through more transparent and collegiate feedback.



**Create ownership:** Enable personal accountability for learning and development.

## A new experience

The People Insight 360 platform has been significantly redesigned to incorporate the latest in generative AI and enhance the user experience, making it both intuitive and user-friendly. Some of our innovations include:

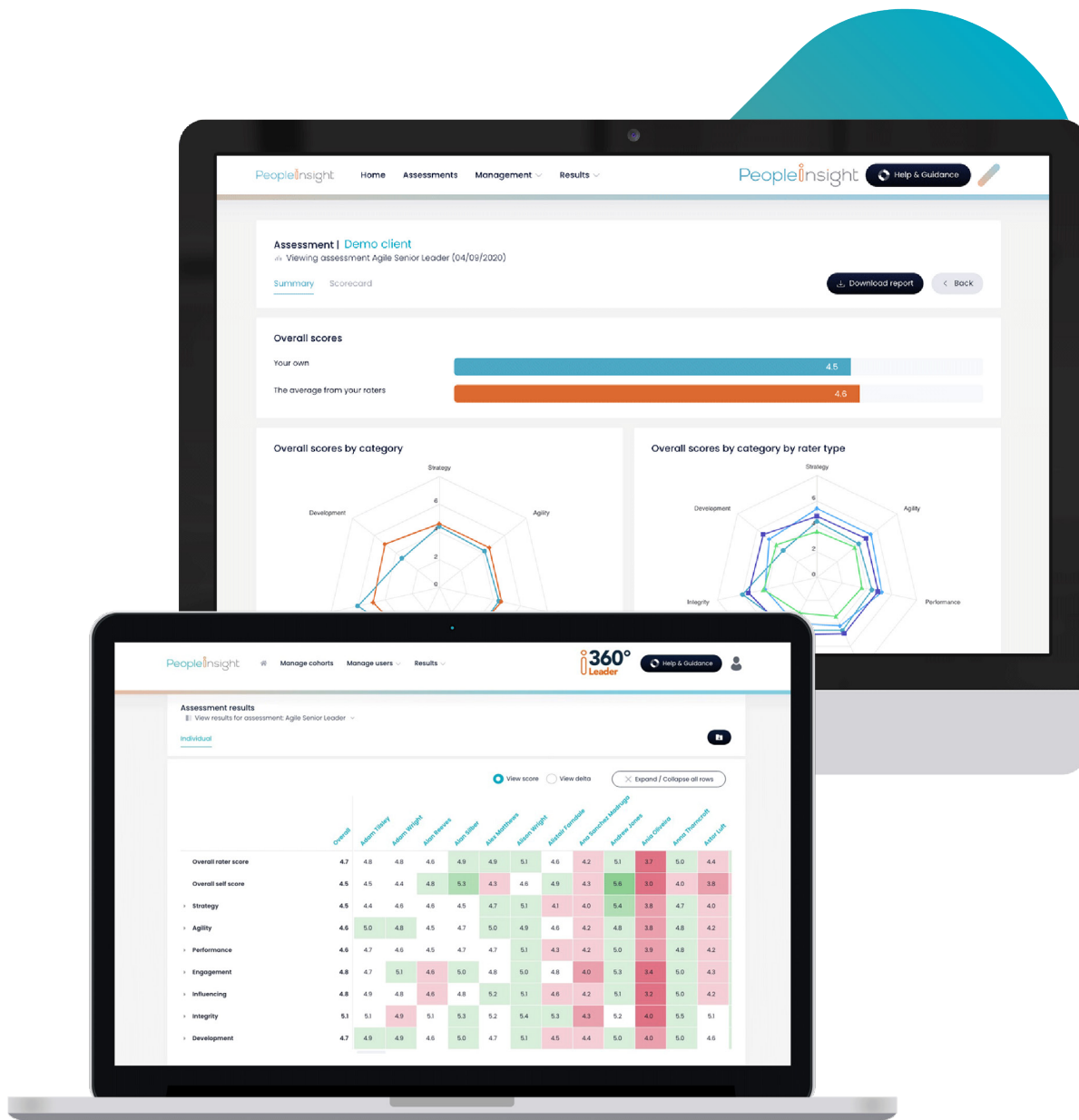
**Prism AI driven analysis:** We have enhanced our platform by incorporating AI-driven analysis to facilitate the initial stages of your team's developmental journey. Our generative AI analyses results to provide targeted guidance, offering inspiration for personalised action. These AI-generated suggestions are designed to highlight potential areas for improvement and propose practical steps for development, helping individuals and teams to identify opportunities quickly and efficiently.



# Prism

**Intuitive navigation:** The navigation of our platform is designed to be straightforward and logical, allowing users to find exactly what they need with ease. Key features such as inviting and adding raters are now more accessible, streamlining the setup process for assessments. This enhanced navigation minimises the learning curve and reduces the time spent on administrative tasks, enabling a smoother, more efficient user interaction.

**Engaging design:** We've transformed our interface into a visually appealing workspace that enhances user engagement. The attractive design and thoughtful layout make it enjoyable for users to navigate through feedback, encouraging deeper interaction with the content and facilitating a more productive assessment process.



## 360 feedback systems - your choices



### 360 Ready to go - a rapidly deployed 360 feedback system

Our 360 Ready-to-go tools are based on empirical research and practical experience.

Choose from frameworks for leaders, managers, or individual contributors. Simply tell us who should begin a 360 review and when, and we handle the rest.

The process is quick: we can set up your managers on the system within a day, and they can receive a comprehensive feedback report in as little as a week.

Sign in with Microsoft Single Sign-On (SSO).

### 360 Custom - 360 feedback software customised to your needs

For 360 feedback tailored to your organisation's specific values or competencies, choose 360 Custom.

We upload your existing behavioural (or competency) framework to the tool, or we can help you and your organisation build one from scratch.

Additional custom features include:

Flexible configuration to enable 360, 180 and other multi-rater options

Analysis of results and development needs by key demographics of relevance to your organisation such as team, location, gender etc

Coaching sessions bookable from within the platform.

Sign in with Microsoft Single Sign-On (SSO).

## 360 - Powered by people

We're not just about the tech – while our AI tools provide a strong starting point for development, a human coach can help you make sense of feedback within the broader context of your team's dynamics and career goals. Our consultants can bring a level of depth and nuance that AI alone cannot achieve, offering bespoke coaching tailored to the unique needs and circumstances of each person or group.

### Our consultants can help you with:

- ✔ 1-2-1 coaching to support managers to interpret findings and develop action plans
- ✔ Developing new values and behavioural frameworks
- ✔ Psychometric assessments and feedback
- ✔ Internal communications support to ensure your 360 feedback programme runs smoothly
- ✔ 360 workshops for HR business partners and/or managers to introduce the 360 programme, support data interpretation and action planning

“Having a coach from People Insight spend some time with me certainly helped direct me in the right way, which has benefited my team and the company”

Senior Leader, Arrow Business Communication

### Our usual high standards of customer service

Whichever 360 feedback system you choose, it is delivered by our expert team of account managers. They will:

- ✔ Handle all the administration for you
- ✔ Set up users and send logins
- ✔ Provide users with comprehensive advice and support
- ✔ Give you an admin login so you can monitor project completion to keep your people on track





# PeopleInsight

The most actionable employee experience platform, powered by people.

Book a demo

[enquiry@peopleinsight.co.uk](mailto:enquiry@peopleinsight.co.uk)  
[www.peopleinsight.co.uk](http://www.peopleinsight.co.uk)



People Insight marries leading edge survey technology with real expertise to bring you the most intuitive, actionable employee experience platform. Every single one of your employees has a voice, and with People Insight, you've got the pathway to listen and make every word count.

## Trusted by

