

Next-Generation 360-Degree Feedback

Explorance Blue™: Automation, Flexibility, and Expertise



Future-Proofing Organizations – One employee at a Time

In the ever-changing Human Resources landscape, priorities continue to shift for HR leaders and HR professionals. Evaluating, developing, and maintaining skills & capabilities inside organizations are becoming critical to drive organizational performance.

That's why, through Blue software and 360-degree analytics expertise, Explorance helps HR leaders propel organizational development:

- Understand current skills and capabilities inside the organization
- Identify gaps to align strategies with organizational direction
- Monitor the impact of development plans to close the gap

Figure 1. 360-degree results summary overview

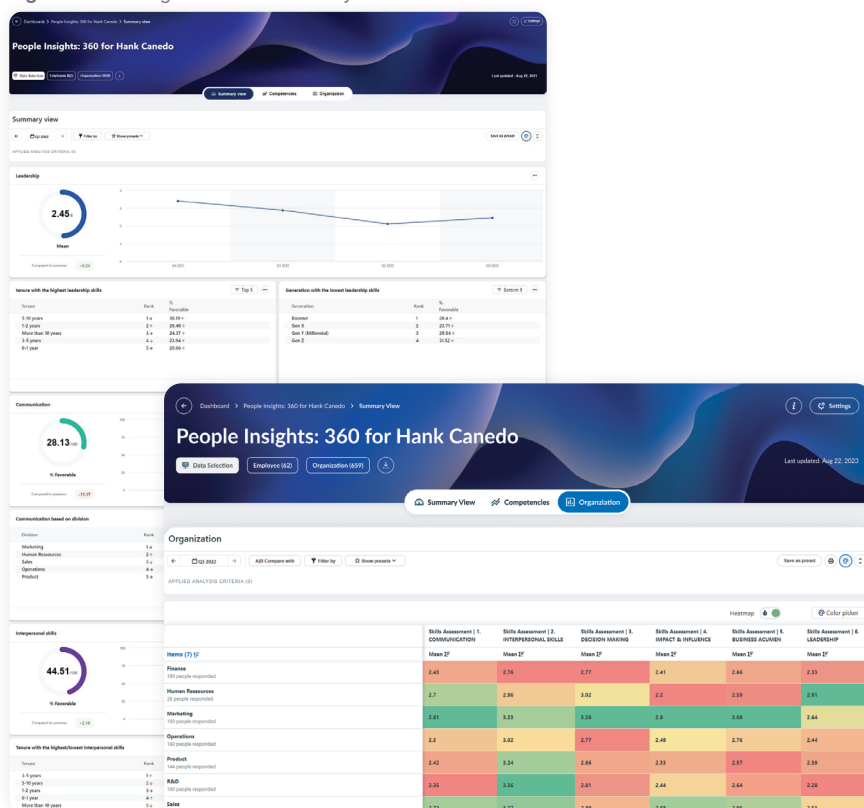


Figure 2. Heatmap of the ratings for skills evaluated through 360-degree feedback

Closing the Gap – Beyond Individuals

Blue for 360-degree feedback, named industry leading software by Fortune Brand Insights, is the only solution that empowers HR leaders with **deeper insights** by providing a comprehensive view of skills and capabilities at every level of the organization.



Individual Development

Organizations get a complete view of employee's strengths and areas for improvement. They can also leverage a holistic approach to performance assessment with multi-rater evaluations.



Team Capability

With the ability to integrate organizational hierarchy, leaders can better leverage each team's strengths and minimize gaps, as well as better understand employees' relationships.



Organizational Alignment

Assessments can be tailored with specific goals and values to support the development of effective **leadership programs**, and a talent pool that aligns with organizational priorities.

Automation & Flexibility to Collect Richer 360-degree Feedback Insights

Blue for 360-degree feedback provides richer insights through powerful integration (HRIS, LMS, and more) and automation capabilities. As a result, enhanced flexibility provides organizations with a powerful combination – the ability to build and deliver assessments and make data-driven decisions with rich insights.

Figure 3 Sample of a questionnaire used for 360-degree evaluations

Flexible Rater Selection

Rater selection can be automated, delegated, or centralized to include any number or type of rater group for balanced and accurate results. The Explorance solution is the only one on the market that can combine all three capabilities at the same time, adjusting to any process and methodology.

Superior Questionnaire Logic

Questionnaires can be customized to **automatically** adapt assessments to the receiver. It allows organizations to precisely adjust strategies, the list of skills assessed, and the questions asked depending on employee demographics, hierarchy, tenure, and more.

Adaptive Methodology

Seamless integration into any established 360-degree evaluation process. In addition, organizations can automate delivery through event-triggers (promotions, anniversaries, ...) or generate on-demand assessments.

Higher Response Rate

Companies can leverage omnichannel feedback collection for more insights as employees automatically get notified when assessments are available. Raters can be informed through centralized and personalized invitations, reminders, emails, and SMS notifications.

Superior Insights Dissemination Capabilities for Faster Business Impact

Blue for 360-degree feedback provides companies with powerful, fully configurable data visualization and insight discovery capabilities, including personalized reporting, intuitive dashboard widgets, and automated HR data enrichment.

Reports & Dashboards for Autonomous Consumption

Blue provides data that is personalized for each stakeholder, facilitating data-driven decisions at every organizational level. Reports and dashboards can be easily shared based on role, hierarchy, and teams.

Integration and Automation for Organizational Data Enrichment

Thanks to Blue APIs, all data from 360-degree assessments can automatically be sent back to any of the organization's management systems (HRIS, LMS, and more), enriching employee profiles with meaningful data that can help optimize development.

