



Technical Management Services, LLC

www.tmsworkshops.com

360-DEGREE
Leadership and Performance
Feedback Systems

(719) 304-4899

Over 26 years of Exceptional Past Performance

Our 360-degree (or multi-rater) assessment allows for feedback to be given to a participant (person being rated) by many of the people who work with that person, organized by the relationship of the raters. Done correctly, the process allows the anonymity for raters to provide relevant, honest, professional feedback.

Over the past decade, the 360-degree survey process has evolved in many ways. TMS is finding that many Federal Government organizations are increasingly participating in this type of 360-degree assessment on a regular basis. We find that organizations use these leadership assessments for executive level coaching, leadership development, talent management, leadership assessment, employee performance improvement and peer reviews.

Technological advances over the past few years have helped increase the responsiveness and timeliness of the process while reducing the resources it takes to initiate and deploy the process.

Our highly configurable, online 360-degree feedback application allows us to provide unmatched monitoring, data collection, notifications, reports and coaching sessions.

Contact us to start your 360-degree performance feedback process today.

Use fewer resources, enjoy greater flexibility, and leave it to our expert team...

[360-Degree Leadership and Performance Overview](#)

Turn Overwhelmed Into Easy!

ActiveView 360 is a fully automated, configurable feedback tool for 360-degree assessments designed with HR, Talent Management and Organizational Development professionals in mind.

The most difficult tasks organizations face in the 360 feedback or multi-rater assessment process are:

- Creating the 'right' assessment for the participants
- Explaining the process and its intent to both participants and raters
- Understanding and explaining the reports
- Creating an atmosphere where feedback is turned into action

Our 360 Degree Survey System and our 360 experts help to mitigate these issues so that your leadership assessment process is both efficient and effective.

Our 360-Degree System Features

- Customizable Design: We will work with your organization to tailor a survey that is a perfect fit for your needs.
- Organizational branding with your logo so that participants receive the survey as unique to their organization
- Real-time progress reports provided to your organization
- Configurable online reports
- Individual participant, demographic groups and total population reports available

Designed for HR, Workforce Development and Training Professionals

- We set up a 360 site with your branding, your assessments, and your email notifications and site text.
- We monitor progress on live deployments, keep track of who is and isn't participating and send reminders and notifications throughout the deployment process.
- Our team of Leadership Coaches will provide a telephonic de-brief coaching session for each participant allowing a clear interpretation of survey results and "the way forward"

**Please contact our friendly
and helpful staff with any
questions we may answer
for you!**

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Contact us today!

To Inquire Further:

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