Automated 360° feedback with **Rog360**

Rog360 offers feedback on 5 levels

- Appraisal by superiors
- Peer review
- Employee assessment
- Assessment by external partners/customers
- Self-assessment

Rog360 – the efficient software for your executive feedback

Rog360 is the solution when it comes to executive or 360° feedback. Rog360 allows for the automatic execution of all phases of your executive feedback.

The performance of your executives is a central key to the overall success of your company and the basis for individual and targeted further training.

In this context, 360° feedback has become an instrument of personnel development with ever-increasing significance.

The „panoramic view" with Rog360 ensures valid results and data-based recommendations for action.

Supervisor

External assessment

Juxtaposition

Self-assessment

feedback recipient

Associates

External assessment

Juxtaposition

Clients

External assessment

Juxtaposition

Self-assessment

Juxtaposition

External assessment

Employees

How the 360° feedback software works

- The employee list including the organizational structure is uploaded into the tool.

- A „feedback wave" is created for each execution period (for instance, by the HR department). The participating managers are selected or imported via a list.

- The minimum number of feedback providers required per feedback group is defined so that no conclusions can be drawn about the feedback providers.

- The participating managers are then invited by e-mail to start the process.

- Using the convenient user interface, each manager selects his or her own feedback providers in various roles (employees, colleagues, supervisors, customers).

- A central office (for instance, the HR department) is informed by e-mail about the selected feedback providers.

- The feedback providers receive an automated invitation by e-mail containing a survey link.

- Now, the questionnaires are filled in by the feedback providers within the defined period of time.

- In parallel process, the feedback recipient is asked to make a self-assessment.

- In case of non-participation, the feedback providers (optional) receive an e-mail as a reminder.

- As soon as the „feedback wave" is closed, the reports are automatically created, if desired also in several languages. Layout and content of the reports can be freely defined in advance.

- The reports are made available for download via the tool, either collected at a central location (HR department) or individually directly sent to the participating managers.