

Multi Rater Feedback Tool

C- Complete[©]

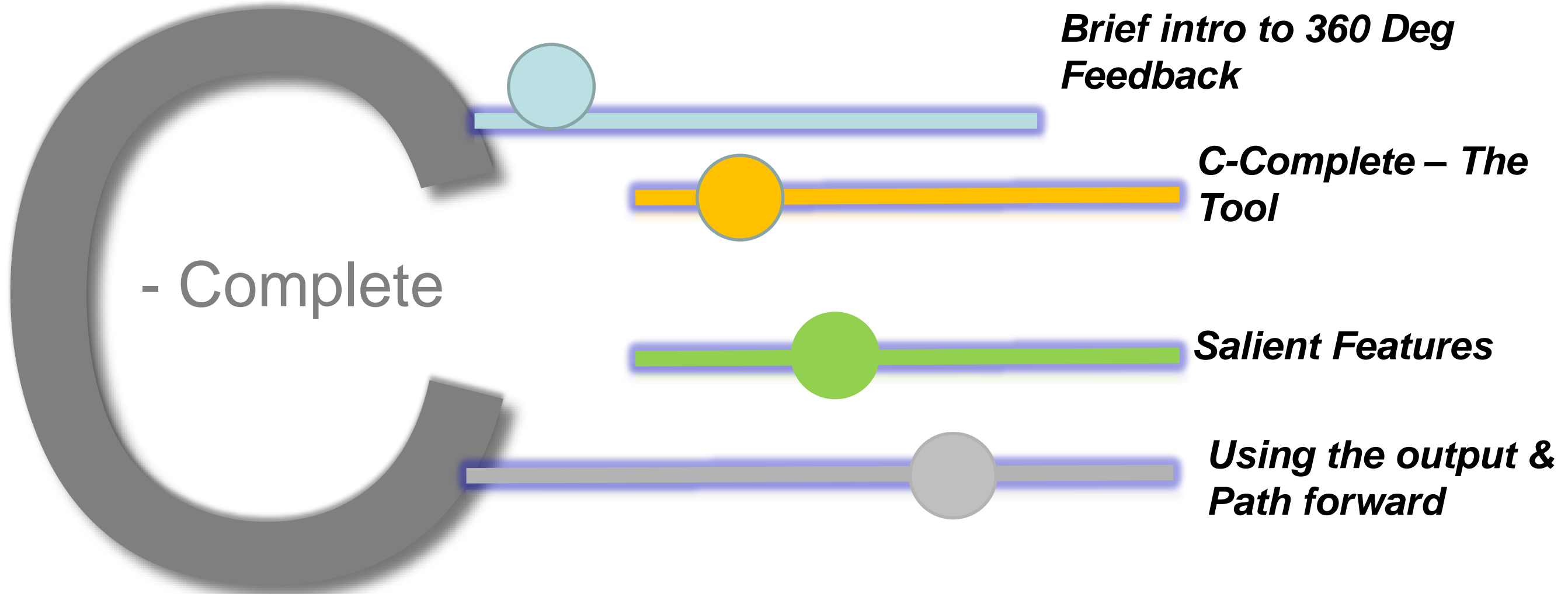
An Offering of



UniTol Training Solutions Pvt. Ltd.



Introducing UniTol





Introducing UniTol* Training Solutions



UniTol Training Solutions Pvt. Ltd.

*UniTol Training Solutions is a **products**, **tools** **platforms**, and **services** company, serving the needs of both the Demand and Supply side of Corporate Training*



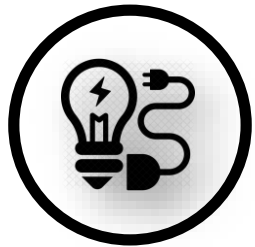
Our Vision

Be the preferred solutions partner for L&D needs of organizations, by providing cutting edge technology tools and world class services

* UNITOL = UNIque + TOtal



UniTol's : Complete Product Canvas



Supply Side Products

Trainer DB(~ 7000) across the locations, skills sets, industries and specializations



Trainer utilities to enhance productivity and client servicing capabilities

Built-in feature for handling large scale /multiple training roll outs



Training Venues Information system: A portal which lists over 7500+ training venues – across India and globe



Platform to bridge trainer-participant through the training process



Demand Side Products



On-premise & cloud based (SaaS, PaaS) Training Mgmt System for managing Training Process & demand generator for Trainers & Venues



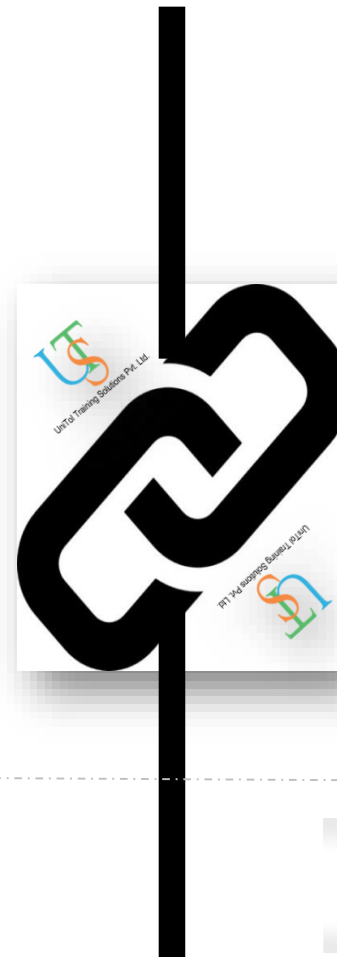
- Compas Comprehensive Competency Management system which enables roll-out of assessment and development process; and enables a CBHRM



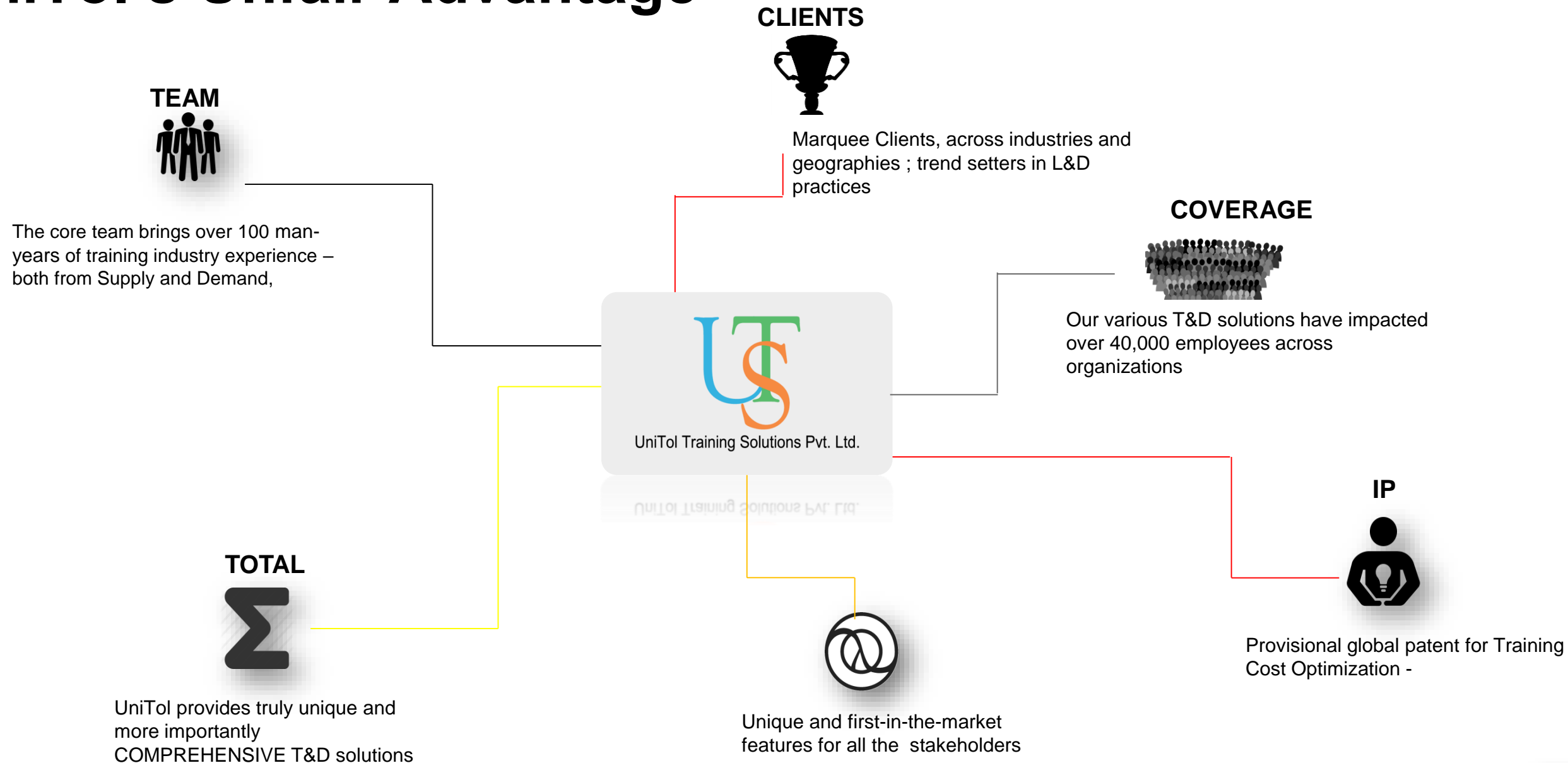
A listing/directory and registration facilitating portal for MDP/EDP programs from across the world (targeted for Middle/Sr. Mgmt)

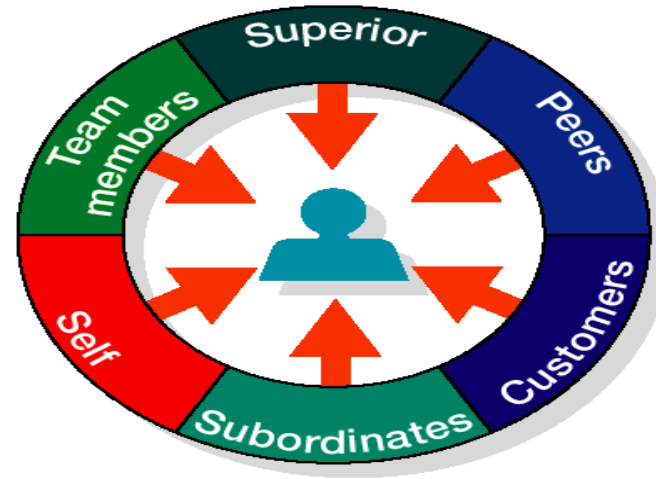


A suite of off-line solutions serving whole and/or parts of the Training Value Chain, leveraging on the On-line tools and also the supply side platforms.



UniTol's Unfair Advantage





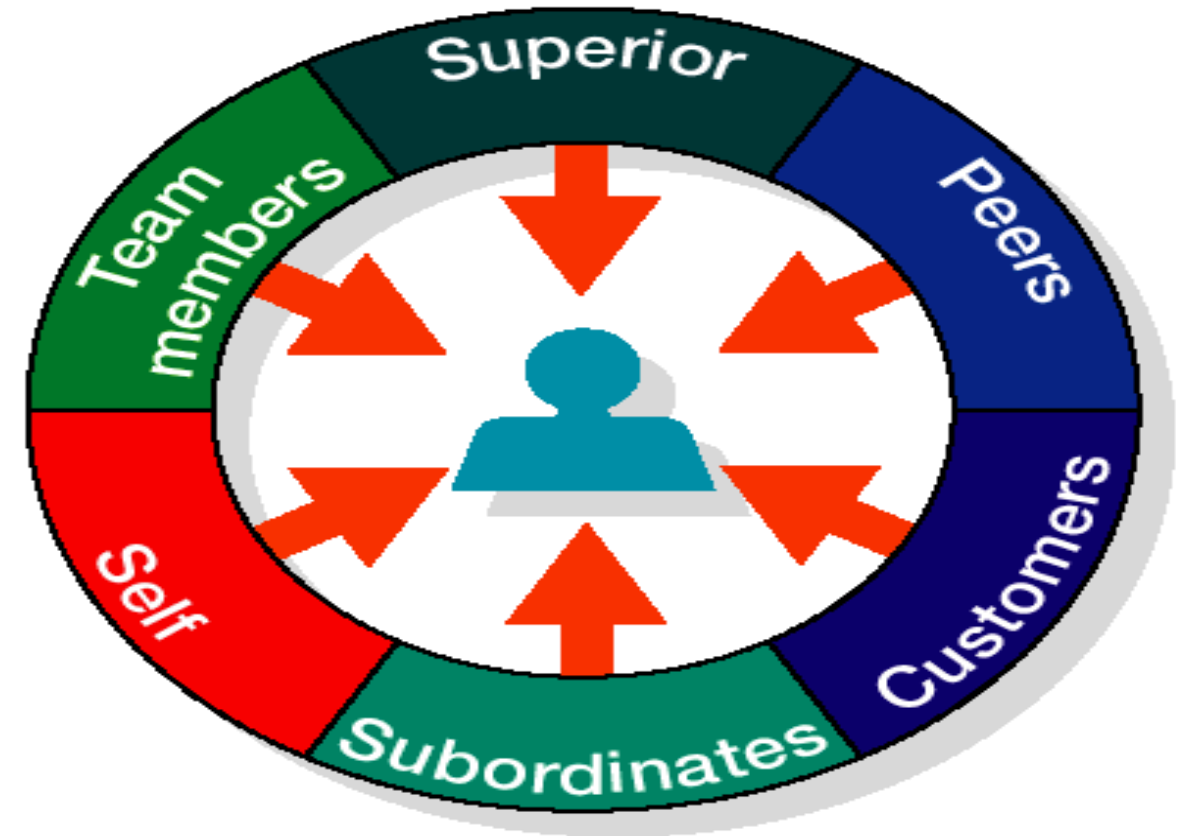
Multi Rater Feedback

Multi Rater or 360 Deg Feedback

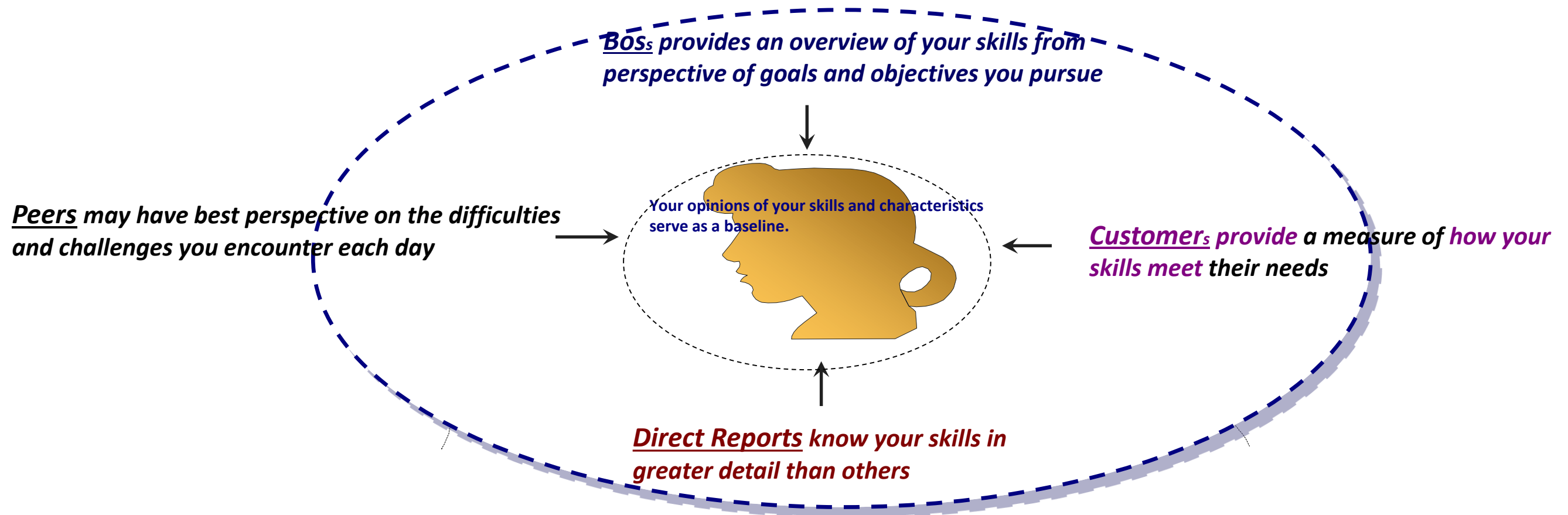
360-degree feedback is consolidated input about behavioral aspects and competencies of an employee that comes from more than one source; usually from seniors, subordinates(direct reports), peers, and customers.

360 Degree Feedback is also known as

- ▶ Multirater/multi source feedback
- ▶ Full Circle feedback system
- ▶ All round feedback



360 Deg Feedback



360 Deg Feedback

A win-for-all process

...for the individual

- Bring in clarity in perception of self - abilities, attitudes and behavior
- Act as a basis for guidance/help in improving/developing behaviors and competencies
- Improve relationships by working on *gaps*
- Increases peoples readiness to change

...for line managers

- Improve team & individual performance
- Support leadership, motivation & teambuilding
- Provide basis for helping underperformers
- Used to develop or coach individuals
- Improve relationship with team members
- Provide basis for non-financial rewards (e.g. recognition, development)

... for the organisation

- Align corporate, individual & team objectives
- Improve performance
- Motivate employees
- Increase commitment
- ***Focused T&D***
- Help develop learning organisation
- ***Provide inputs for career & succession planning***
- Retain skilled employees
- Support culture-change
- Help in the leadership development process

especially for the organization

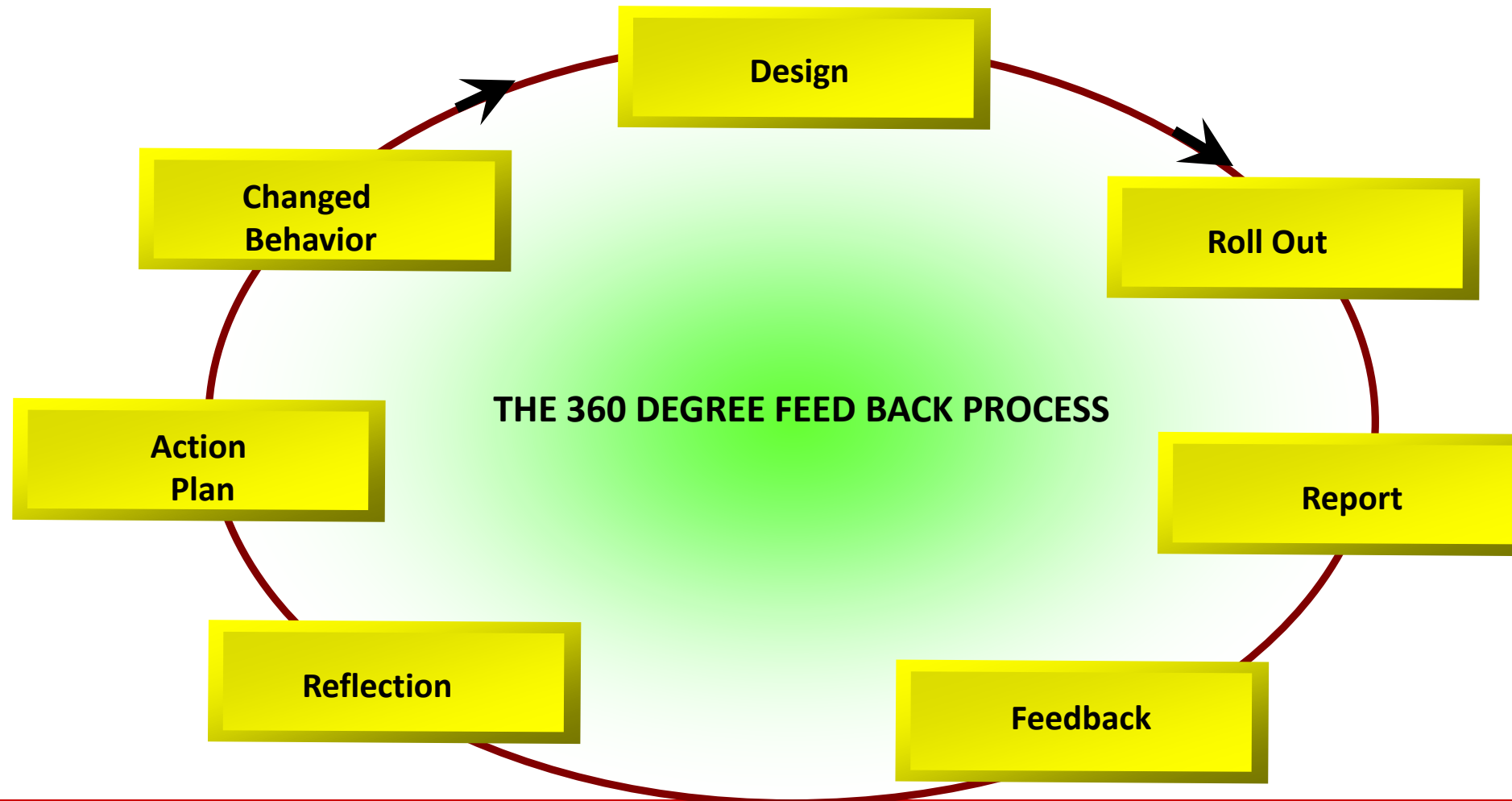
C- Complete[©]

Short for *See Complete*

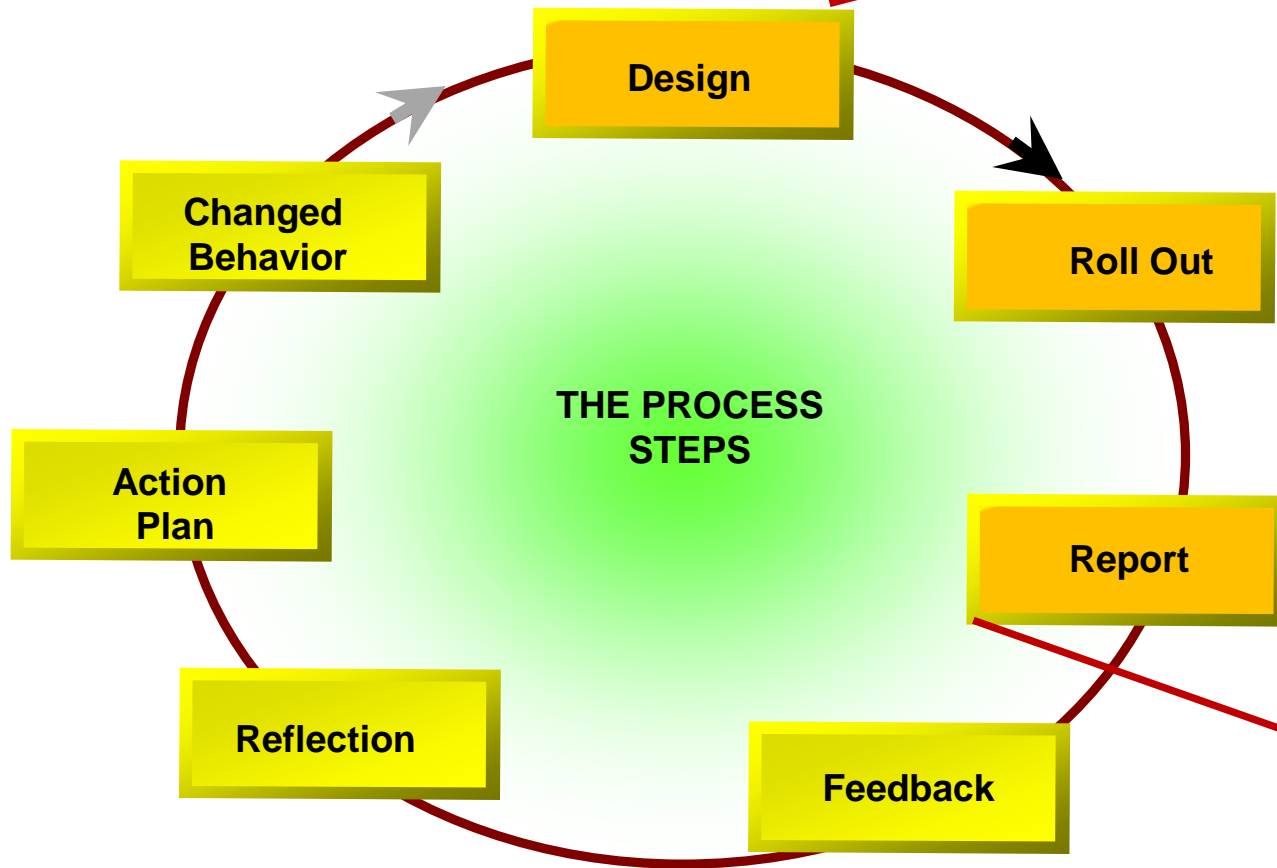
(Seeing from all perspectives to get a Complete picture of oneself)

360 Deg Feedback

TYPICAL PROCESS INVOLVED IN THE 360 DEG. FEEDBACK PROCESS



360 Deg Feedback



The System Steps


- 1 Align with competency model
- 2 Define role specific/ level specific instruments
- 3 Define customized rating scales
- 4 Map feedback providers – int & ext
- 5 Trigger, review and monitor feedback process
- 6 Generate customizable report

C- Complete : The Product



Pre Built Competency Models

C-Complete



Hello
Rathna Teja
☐ Online

Please select the category of Questionnaire to continue

Management Complete
Sales Complete
Project Complete
WomenLead Complete
Lead Complete
Change Complete
Others

Behavioral Indicators*

Can effectively articulate thoughts in written and oral form

Delivers messages with energy, enthusiasm and conviction

Is comfortable in communicating with varied audience – junior, middle and senior mgmt

Has good listening skills and practices the same

Exercises discretion in communicating with the team about critical issues in the org.

Emotional Maturity

Communication

Decision Making

Delegation

Discipline

Initiative

Competencies

Or Define your own

*The Behavioural indicators are those actionable which can be focused upon for developing an Individual – training, coaching, mentoring or any other intervention

C- Complete : The Product

Step 3



Rating Scale

Inbuilt scales with definitions to enable different measurement requirements

Rating scale

Setup Rating Scale Your Rating Scale

Rating Scale Name

Rating Scale Name

Questionnaire

Select

Available Scale

☐ education rating ☐ Scale A ☐ Scale B ☐ Scale C ☐ Scale D ☐ Scale E ☐ Scale F ☐ Scale G

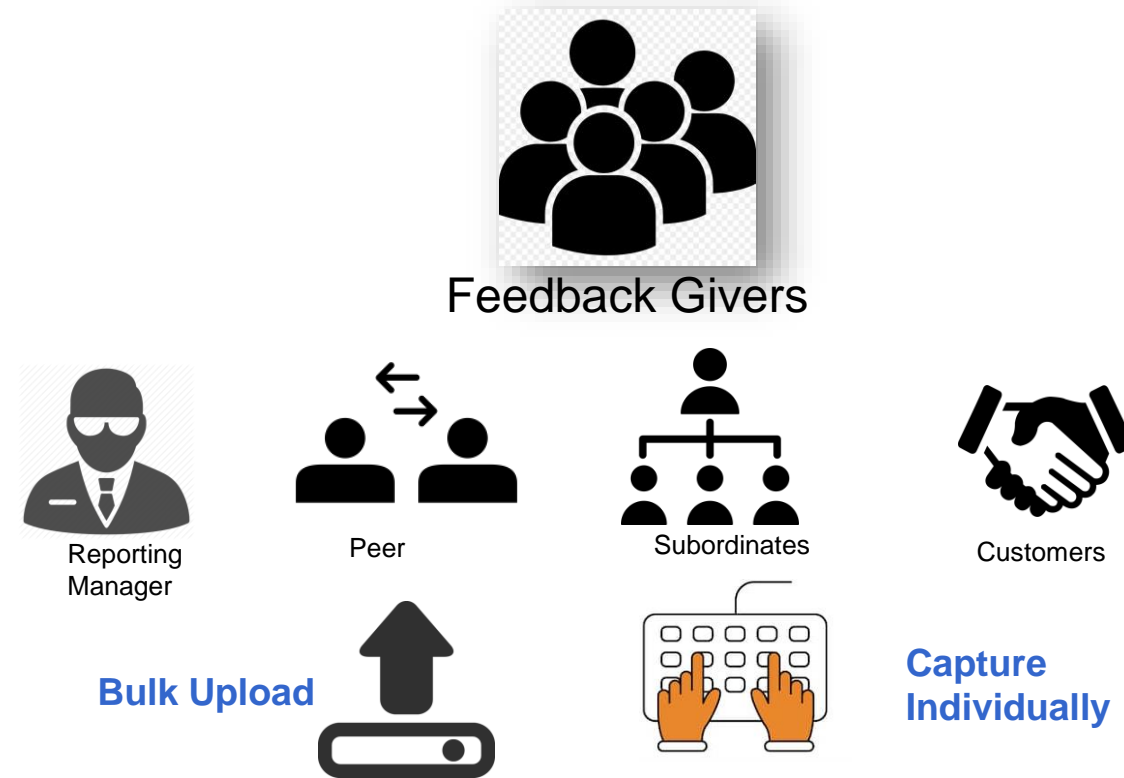
Customized Scale

☐ Create a Customized Scale

Save & Continue

Provision to create/define own scales based on specific needs

Step3,4



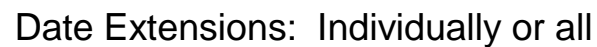
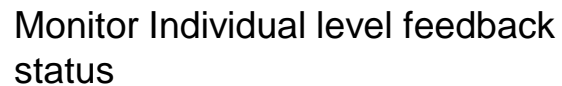
ALSO, provision for the Feedback seekers to CHOOSE their *giver* group

Step 5,6

Report: A Comprehensive picture along all required dimensions



- Summary of the competency
- Individual competency analysis
- Radar Graph
- Dark Spots & Bright Spots
- Stacking – Group vs Individual analysis
- Strengths, Development Areas



Summing Up the Salient Features



Fully customizable: Competency Framework, Behavioral Indicators, Rating Scales, Mails, Report



Mobile Compatible : The application is fully 'responsive' – and giving feedback giving is especially made easy through the mobile interface



Multi Lingual: Provision to create and get feedback in multiple languages – useful for international roll outs.



Send SMS reminders during the process



Comprehensive, customizable report to suit specific requirements

Using the Output

The Proposed 360 Deg Feedback can be used for a number of aspects on the People Development value chain



Facilitate coaching and mentoring sessions – by identifying specific areas of improvement. Since these areas are those that multiple people around the individual have identified as improvement needs, there is a greater buy in and hence higher efficacy in the coaching process

Can also be used for



As mentioned, for identifying the Training Needs of a Group or the entire Enterprise; use the advanced analytics feature to set-up triggers and filter criteria to '*laser focus*' on requirements.



Facilitating Leadership Development process by identifying context specific areas of development of individuals to lead groups or teams



Can be used in PMS process, especially for those organizations which are using a KRA + Competency Model in their performance evaluation.



“We have been working with UniTol Training Solutions for the past eight plus years, using their multi rater feedback platform, C-Complete for our Performance Management System (PMS). We have found team from UniTol to be professional and service oriented. We have also found the tool, its reports and analytics to be very useful in our rating and performance evaluation process. We continue to work with them.”

Pratap Singh
G. M. –HR&Admn

“UniTol Training Solutions worked with us for driving the learning and people development initiative at Acacia. They helped design a mutli-rater feedback which was administered to determine the soft skill related development requirements for our senior team. Their team, their approach and their post roll out support was really impressive. We look forward to working with them in future”



Dr.N.Srinivasan
CEO



We have used C-Complete, the multi rater feedback tool of UniTol Training Solutions for our Leadership Training process. We worked with them from the questionnaire setting process, for different grades of people to defining the rating scales needed. The roll out was important for us, since we had external customers also participating in the feedback process. They supported us throughout the life cycle. We appreciate their team for their professional approach and service orientation. Look forward to working with them in future, as well.

Ram Dayal Tiwari, Vice President (HR & Admin)

“ We have been partnering with UniTol Training solutions since 2016 and utilizing their 360 degree feedback tool and other learning solutions successfully. It has been wonderful associating with quick responding management and highly expertise technical team. They have always been able to meet our and our end client requirements easily. We look forward to continuing our relationship with Unitol and achieve more and more success “

Ajase hussain, Founder & CEO, 360 Learnings



“ Our Privilege to be associated with



Thank You....

For



Requirement

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