

Hudson

ASIA PACIFIC | EUROPE | NORTH AMERICA  
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All people featured are actual Hudson employees.

HUDSON  
360° FEEDBACK  
INFORMED DEVELOPMENT  
PLANNING



Hudson

OUR CLIENTS' SUCCESS IS LARGELY DEPENDENT ON HOW EFFECTIVELY THEY FULFIL THEIR EMPLOYEES' POTENTIAL.

Our online 360° feedback tool uses an objective, competency-based approach to guide personal development planning. By gathering insights from a number of people to evaluate an individual's behaviour at work, we can form a rounded 360° view of that person.

## WHAT IS 360°?

Using the Hudson 360° feedback tool, an individual's behaviour is evaluated by people with first-hand experience of working with that person.

Typically, four groups of people are invited to participate in a 360° feedback survey:

- | Direct manager and other relevant senior colleagues
- | Peers, clients and important suppliers at a similar level
- | Direct reports and other colleagues at a more junior level
- | The person him/herself

## WHEN SHOULD 360° BE USED?

**Before personal development planning or training:**

- | Our 360° provides high quality information that can form the basis for development planning. It also helps build a robust process for aligning individual development with organisational objectives.

**9 to 12 months after hiring a new employee:**

- | Our 360° quickly identifies the possible competency gaps of new hires, as well as indicating how successfully they are being integrated into your organisation.

## WHY IS 360° USEFUL?

Hudson 360° feedback reports are extremely easy to use. Feedback is presented in a graphic and narrative format for each competency. The reports provide an ideal framework for coaching programmes, giving clear guidance for development planning.

Hudson consultants can also provide clear feedback on how to interpret the results, including how to close any competency gaps and build on personal strengths.

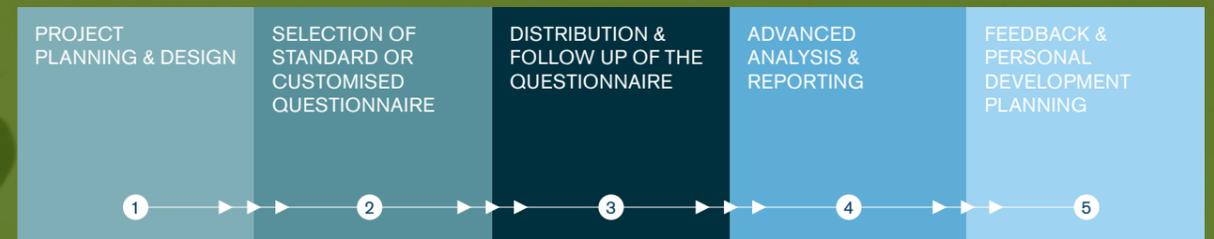
## YOUR BENEFITS

HUDSON 360° FEEDBACK INCORPORATES OUR GLOBAL EXPERIENCE AND EXPERTISE INTO A POWERFUL AND USER-FRIENDLY DEVELOPMENT TOOL. IT PROVIDES A COMPREHENSIVE EVALUATION OF YOUR PEOPLE'S CURRENT CAPABILITY MEASURED AGAINST THE SPECIFIC COMPETENCIES REQUIRED FOR YOUR ORGANISATION'S SUCCESS.

- | Extremely cost-effective diagnostic of individual competence
- | Can be designed around a particular job, career evolution or specific competencies
- | Informs development planning and/or coaching programmes
- | Structured feedback from multiple sources
- | Reveals gaps between self-evaluation and the perceptions of others
- | Easy-to-use online system that streamlines the process

## IMPLEMENTING 360°

HUDSON 360° FEEDBACK IS QUICK AND STRAIGHTFORWARD TO IMPLEMENT IN JUST 5 SIMPLE STEPS:



"We worked with Hudson on a comprehensive 360° programme. Their consultants and approach generated broad buy-in and hugely increased self-awareness around strengths, development needs, and follow-up action plans."

Rubén López Bouza  
HR Director, Schering Plough, Spain