



In-house 360 Degree assessments.  
Powered by e360.

# About us



CEO Group

CEO Infotech

Talent Search

CEO OD

CEO Enhance

Way2Jobz

“Centre for Excellence in Organization” was established in the year 1999 with a focus to create organizational excellence through people processes. Execution Excellence has always been a challenge for most organizations and that prompted us to focus on handholding than mere advisory consulting.

Since our inception we have assisted numerous organizations of the likes of Pepsi, Airtel, Cadburys, GMR, TVS, Murugappa, Mahindra & Mahindra, Apollo Hospitals, BEML, Cavin Care, CII, DuPont, Essar, GE, HP, India Cements, Indian Oil, ITC, Matrix, Motorola, Nokia, Pantaloon, Parryware, Petronas, Phillips, Dr. Reddys, St. Gobain to better their HR operational processes.



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Based in Chennai (India), CEO Infotech is an IT offshoot of the CEO (Centre for Excellence in Organization) group. CEO Infotech's mission is to automate people processes through a convergence of domain and technology expertise.

Our solution offerings range from Strategic Performance Management Solutions to online assessment solutions including 360 degree assessment to online survey software.



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CEO TalentSearch, the staffing & sourcing division of Centre for Excellence in Organization Pvt. Ltd., has built a strong reputation across India for its systematic and hands-on approach to Human Resources sourcing & selection.

Headquartered in Chennai and with a network spread across India and Asia, TalentSearch is a one-stop-shop to meet all Manpower requirements. The services include Search, Selection, contract Staffing & Manpower planning.



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CEO OD, the flagship division of CEO group offers solutions in the domain of holistic Organization Development.

The initial focus was on offering services in the area of High Performance Work Systems and Total Quality Management. Over the years we have built various product portfolios to help the client by offering services like HPWS, Balanced score card consulting, Family Business consulting and Compensation Management.



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CEO Enhance was Started with existing experience of organization development, manpower solutions and personal consultation.

Today, we facilitate in transforming lives by enhancing employability of talented individuals through identifying his aspirations to match with his potential and help him grow to global standards.

CEO Enhance works with the motto to serve the students community in making them more employable and bridge the GAP between the company's expectation and the skill set of the students. We fine tune the talent based on a well researched methodology so as to match organizational expectations.

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Way2Jobz is an online portal which acts as a databank for resumes and a career development and design portal.

Way2jobz is a focused initiative to connect fresh talents to corporate. Way2jobz works with a passion to bridge the gaps in reaching the talents, spread across and screen them to the operational needs.



“The top 25% of profitable companies in the US recognize feedback as being critical to the management/leadership role.

Feedback, used effectively, has a big influence on [employee] retention, profitability, and customer satisfaction.”

-Gallop Survey





# What is 360 degree feedback?

- Behavioral: A tool which gives you insight into the way others perceive you as a leader-manager, based on your behaviors
- Multidimensional: Opinions are gathered from you, your manager, your peers and your staff
- Developmental: A critical supplement to goal-based performance assessment for leader-managers



# The strategic role of behaviors



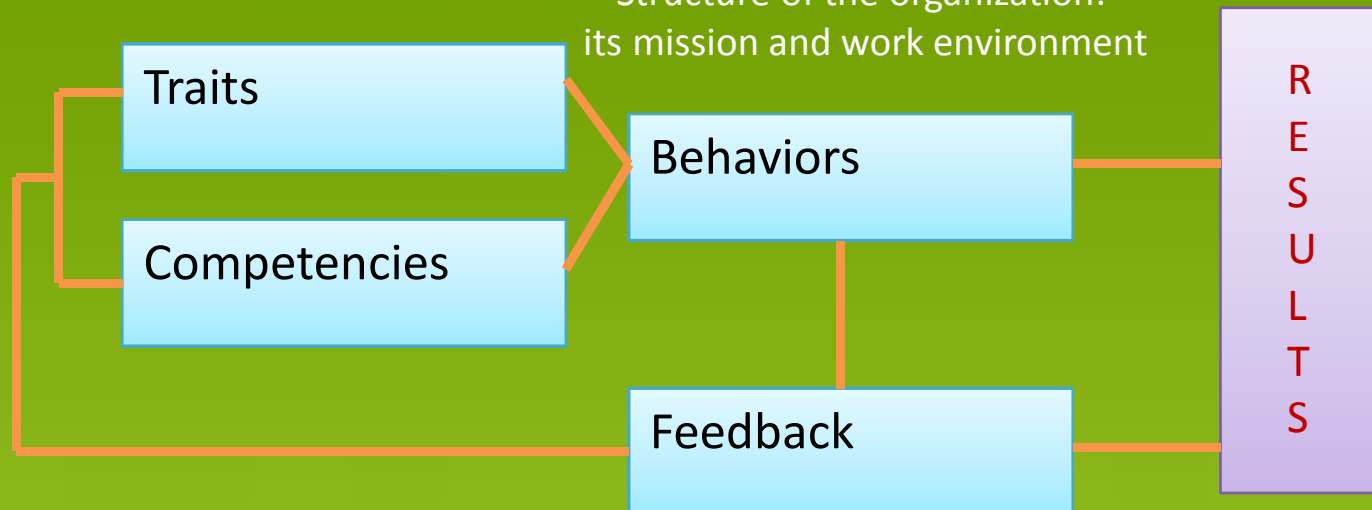
# 360 degree feedback





## Context

Structure of the organization:  
its mission and work environment



## Situation

Readiness, ability , and willingness to perform,  
including pressures and goals and expectations

Results are outcomes of behaviors. Because of feedback, results can be improved.



# Benefits

- A more balanced view of individual performance - everyone who interacts with you
- Powerful - more likely to prompt behavior change, where required
- Reveals unique information not captured through day to day interactions (reflection)
- Source of reliable feedback for managers - a census, not a sample

# Benefits

- 
- A black computer mouse with a cord, positioned on the left side of the slide.
- Sends a positive message to associates:  
“We are investing in your professional development.”
  - Reinforces the desired corporate culture
  - Supports employee involvement by asking for feedback on leadership behavior
  - Sets the stage for more open communication with manager and direct reports
  - Helps produce desired change and individual performance improvement

A black computer mouse with a cord, positioned in the top left corner of the slide.

# What's new?

We all are aware of 360 degree assessments and the positive impact of well defined, interpreted and 'acted on' assessments.

## What's new with e360?




# Benefits


- Online assessments that can be run at your discretion
- Multiple question options starting from a range selection option to 'Stop-Start-Continue' options
- Multiple rating options which are customizable
- Inbuilt competency dictionary which can be further customized according to your organizational requirements
- Option of choosing inbuilt templates for reports to customization of reports with your own branding and extent of analysis options
- Liberty to choose or suggest assessors for assesses
- Complete control of the survey with customization of event, viewing of completion status, reminder setting and closing of assessments



# Benefits

- 
- A black computer mouse with a cord, positioned on the left side of the slide.
- Customizable landing page for assessments with full fledged option for individual branding
  - Database for storing of employee / assessor data with option of password resetting
  - Easy e-mail communication format for starting, providing access, follow up and closing of surveys
  - Customizable instruction page for internal communication and guidance
  - Single point and 24/7 query assistance for technical and subject matter support
  - Option of availing mentoring facility from a large pool of experienced CEO mentors
  - Complete confidentiality of data. No sharing of internal contact database

# Benefits

- 
- A black computer mouse with a cord, positioned on the left side of the slide.
- Easy to read reports with interpretation of all associated elements and depictions
  - Option of storing assessment designs to repeat run at a later point of time
  - Option of storing all individual and group assessments for future reference, correlation and validation
  - Easy to design, run, analyse and store functionality enabled by simple GUI function
  - Robust shared server capabilities that never let you down
  - Single rate plan per report, irrespective of number of assessors per individuals

# Some snapshots



My Event

Questionnaire

Participants

Group Participants

Settings

[Group Participant Settings](#) >> Add/Edit

Participants - Group Show

Participant :  Custom name : COO

**mahendrank** EXISTING GROUP MEMBERS

Assessor	Relation	Action
Anbu ( A101 )	Subordinate	<a href="#">Delete</a>
Nirmal ( A102 )	Peer	<a href="#">Delete</a>
Asha ( A103 )	Peer	<a href="#">Delete</a>
sathish ( A104 )	Manager	<a href="#">Delete</a>
karthik ( A105 )	Subordinate	<a href="#">Delete</a>

[Add assesors to mahendrank group](#)

No. of Assesor :

# Some snapshots

## Welcome to 360 Degree Competency Feedback

Give Feedback to : **mahendrank**

( 1 Of 5 Questions )

### 1 . Ability to design critical pages?

Please Enter your Comments (Maximum 5000 Characters)

Please Describe Specifcally (Maximum 5000 Characters Each)

**START** : (His/Her) Improvement that you Desire

**STOP** : (His/Her) Behaviour or Conditions that Bother you and Why?

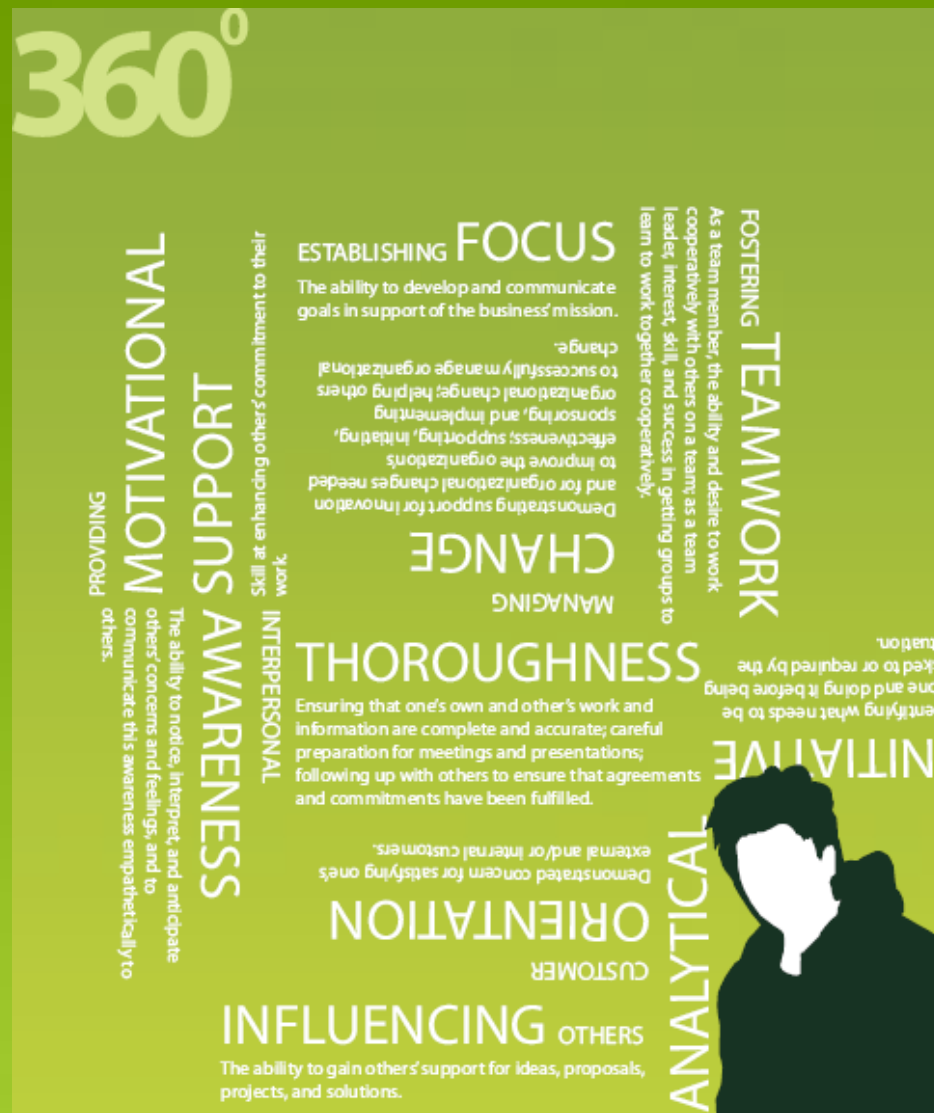
**CONTINUE** : Behaviour or Conditions that (He/She) can Continue

Save & Next

Save & Review

Skip

# Some snapshots





# Some snapshots

# 360°

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**Report prepared for****Organization****Department****Designation****Date of Report****About 360 Degree Feedback**

In human resources or industrial/organizational psychology, 360-degree feedback, also known as "multi-rater feedback," "multisource feedback," or "multisource assessment," is feedback that comes from all around an employee. "360" refers to the 360 degrees in a circle, with an individual figuratively in the center of the circle. Feedback is provided by subordinates, peers, and supervisors. It also includes a self-assessment and, in some cases, feedback from external sources such as customers and suppliers or other interested stakeholders.

It may be contrasted with "upward feedback," where managers are given feedback by their direct reports, or a "traditional performance appraisal," where the employees are most often reviewed only by their managers.

The results from 360-degree feedback are often used by the person receiving the feedback to plan training and development.

# Some snapshots



360°

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## Interpreting your report

Interpreting the Competency Summary Report provides an overview of your strengths and areas for improvement. For each Competency, Item Rating by Question provides an overview of your strengths and area for improvement for each question rated from highest to lowest.

### Competency Summary

Competency Name is displayed to the left of each graph. Others Average is shown to the left of the graph and rating given by you next to it. The blue bar represents the Average Rating of how others see you on this competency and The circle represents your rating, or how you saw yourself on that Competency.



If the blue bar exceeds your circle, others see this competency as your strength.  
 If the circle exceeds the blue bar you alone see this competency as your strength.  
 If blue bar and circle are on the same edge then both of you have same view on this competency

# Some snapshots



360°

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## Rater Agreement

The level of rater agreement for perspectives with two or more raters is reported above. The higher the agreement, the more consistent the ratings within the perspective.

Agreement can be low for a number of reasons. Low agreement may indicate that some raters are less familiar with your performance than others. Low agreement may also indicate that the raters interact with you in different situations and see different aspects of your behavior. If the agreement for a perspective is low or moderate you should take time to consider the likely cause of the inconsistency and to adjust your evaluation of the feedback appropriately.

Relation	Inv	Rcvd	Cmtd	
Boss	1	1	0	<div> <div>Low</div> <div>High</div> </div>
Peer	2	2	2	<div> <div>Low</div> <div>High</div> </div>
Sub Ordinate	1	1	0	<div> <div>Low</div> <div>High</div> </div>
Immediate Supervisor	1	1	1	<div> <div>Low</div> <div>High</div> </div>



# Contact us



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Thank you