blue®

Self
Reports
Peers
Manager

BLUE 360 DEGREE FEEDBACK

BME

eXplorance
Improvement at heart.

www.bmeholding.com

www.explorance.com

STIMULATE CONTINUOUS DEVELOPMENT

Remaining successful in today's competitive marketplace requires agility, innovation, and sustainability. Regardless of the industry, one thing remains clear - that a business thrives on the continuous development of its workforce. With heightened focus on employee improvement, the need for reliable evaluation is crucial. The solution is to use a powerful 360 degree feedback system that accurately measures competencies to drive employee and organizational growth.

SKILLS

KNOWLEDGE

RATERS
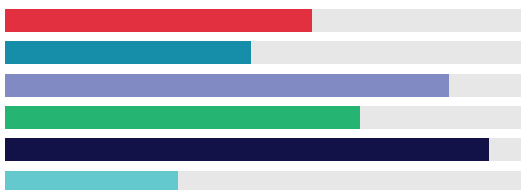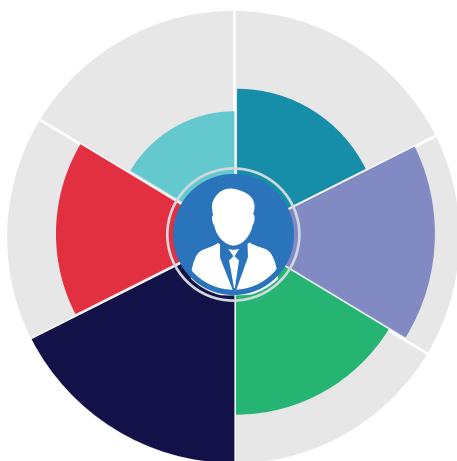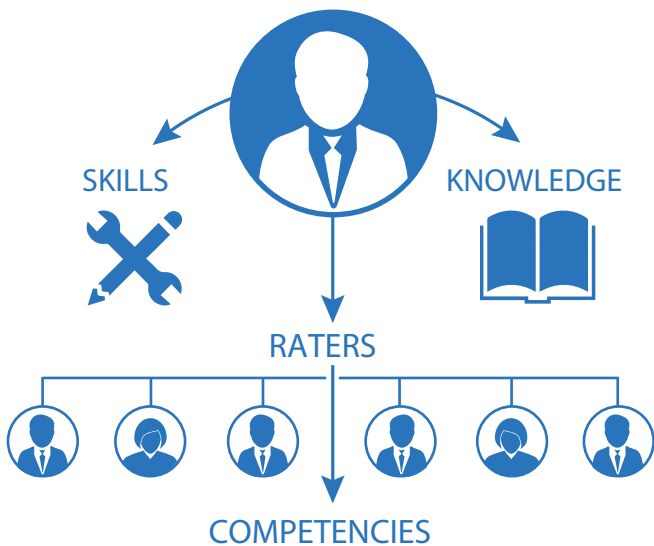
COMPETENCIES

FULLY FLEXIBLE
Adapt to any model, competency list, or workflow and completely customize questions, forms, and reports.

EASILY INTEGRATE
Use existing data from any system or source (ERP, CRM, HRIS, Excel, etc.).

RAISE AWARENESS
Include multi-rater feedback from all angles, 90°, 180°, 360°, 720°.

BOOST PARTICIPATION
Send forms in any language, personalize emails, and provide access through all web, mobile, and input devices.

AUTOMATE WORKFLOWS
Delegate tasks, set approval steps, and send automated reminders and reports.

ENSURE SECURITY
Set different user roles

WCAG
GUARANTEED

HARNESS THE POWER OF BLUE 360 DEGREE FEEDBACK

Gathering input from all angles and stakeholders, Blue ® 360 degree feedback gives you the complete picture. Whether you are looking to enhance employee, leader, or team development, Blue can adapt to your evaluation model, competency framework, and workflows. Powerful and robust, Blue effectively assesses skills, knowledge, and competencies and provides actionable insights for improvement. With Blue, you can conduct pre and post training assessments, multi-rater feedback, self-evaluation, and more, all from one centralized solution.

SELF-EVALUATION

ORGANIZATIONAL ASSESSMENT

LEARNING NEEDS ASSESSMENT

blue
360 DEGREE FEEDBACK

TEAM BUILDING

EMPLOYEE DEVELOPMENT

LEADERSHIP DEVELOPMENT

SUCCESSION PLANNING

PRE AND POST TRAINING EVALUATION

EASY INTEGRATION, PERIOD

Fully integrating with any HRIS and employee portal, Blue builds 360 projects around existing data, processes, models, and hierarchical information. With Blue, you can ensure that your data is protected, private, and confidential through seamless integration with your existing authentication, security, and email systems (LDAP, SSO, SMTP).

"Most 360 degree feedback systems are built around the provider's models. Blue lets you build a 360 around your own. It has definitely helped us increase our revenues and grow our business as a result. We estimate that with the reduction in R&D for technology, we have improved our assessment profitability by 15%"

PPS International Limited

People Performance Solutions
PPS INTERNATIONAL LIMITED
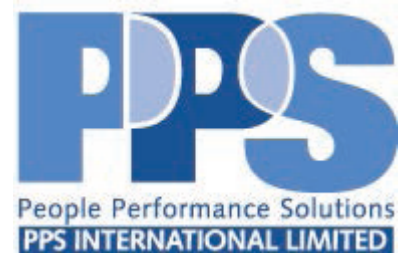
360 DEGREE FEEDBACK, SIMPLIFIED

Blue 360 degree feedback makes planning, launching, and managing multi-rater reviews efficient. Fully integrating with your information system, Blue uses source data to automate projects from start to finish. This means that any changes in hierarchies, relationships, direct reports, and other data are automatically reflected in assessments. Streamlining the complex process, Blue uses a project-based approach to quickly set up reviews, implement projects, assign tasks, and monitor progress.

FULL-SERVICE 360 DEGREE FEEDBACK SUPPORT

At eXplorance, we offer full-service 360 degree feedback support. Understanding that one size doesn't fit all, we provide tailored services to meet your needs. From consultation to change management project planning to training, we offer services and support at every stage. Whether you want to run 360s in-house or have us fully manage the project, we can advise on the best strategy to minimize workload, increase efficiencies, and maximize results.

360 Degree Feedback Services:

- ✔ Consultation
- ✔ Change management
- ✔ Project planning and management
- ✔ Survey, report, framework, and competency design
- ✔ Implementation
- ✔ Training

PLAN

- Use any existing source data and hierarchy (ERP, CRM, HRIS, Excel, etc.).
- Define project workflows with task delegation and approval steps.
- Use your own models, competency lists, and rating scales.
- Enable centralized, hierarchical, and delegated rater selection.
- Include any number or type of internal and external rater groups.
- Apply branding and customize forms, questions, emails, reports, competencies, and more.

LAUNCH

- Accommodate varying review cycles and different start/end dates.
- Launch unlimited reviews to internal and external raters.
- Use different questions for different groups based on responses and/or demographics.
- Send the appropriate form to the right user leveraging hierarchical data.
- Send personalized notifications, invitations, and reminders automatically.
- Provide access to forms anytime, anywhere, and through any device (web, mobile, etc.).
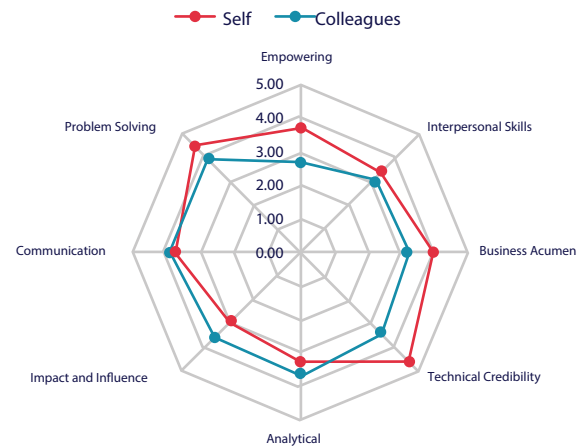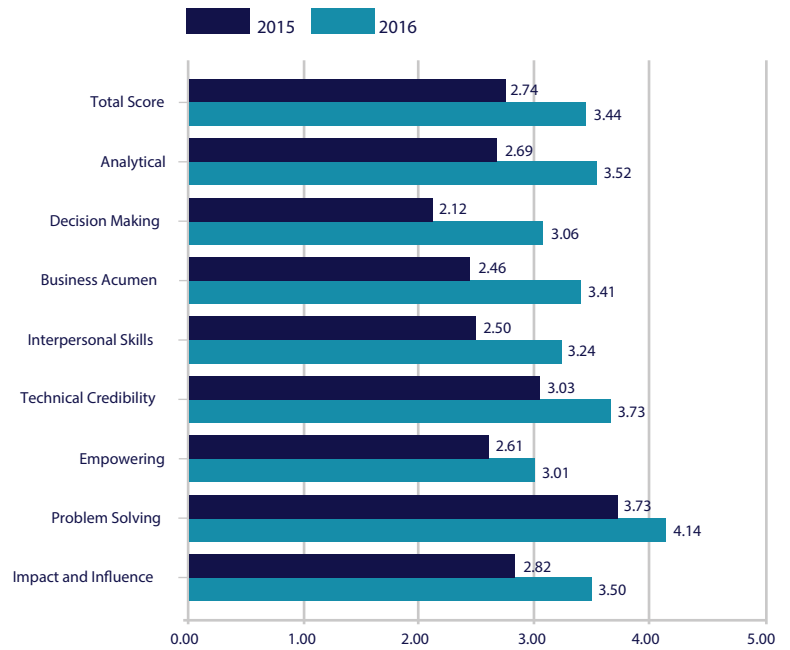
MANAGE

- Use interactive dashboards to monitor live results and completion rates.
- Import and export responses from different locations.
- Respond to ad hoc requests managing modifications and extensions.
- Set user roles, permissions, and privileges to ensure anonymity and confidentiality of results.
- Send reports automatically to the right people based on hierarchical data.
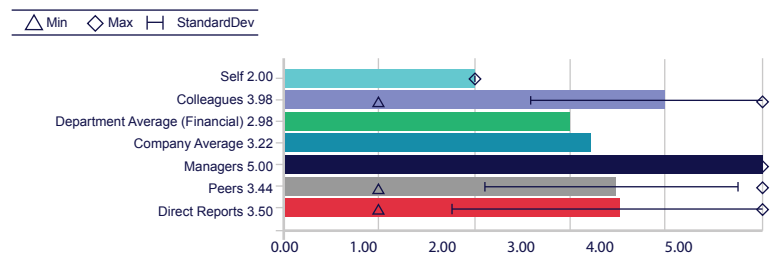
ACTIONABLE INSIGHTS FOR CONTINUOUS DEVELOPMENT

Blue provides flexible, dynamic reports so you can easily identify strengths, areas for improvement, and blind spots. Whether you want to analyze behavior at an individual level or at a macro level, Blue has customizable reports for you. Through a variety of aggregate and comparative reports, you can view trends and progress at any level to ensure improvement. The outcome is actionable insights you can use to guide strategic development.

- ✔ Generate reports block-by-block customizing content with charts, tables, and graphs.

- ✔ Generate aggregate reports at any level based on demographic information (HRIS, ERP, etc.).

- ✔ Produce ranking reports to show strengths, areas for improvement, and blind spots.

- ✔ Create comparative reports (gap, normative, and historical analysis) to view progress and trends.

- ✔ Display results based on the Johari Window to discover behaviors that are open, blind, hidden, and unknown.

- ✔ Use interactive dashboards to monitor results and completion rates.

- ✔ Use pre and post reporting to show the efficiency of learning and development initiatives.

- ✔ Track improvement over time with longitudinal analysis.

- ✔ Convert open-ended comments into meaningful themes and trends with Blue Text Analytics ™.

Overall Competency Analysis

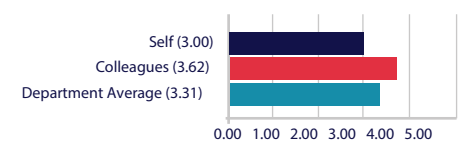Legend: ■ 2015 ■ 2016

Competency	2015	2016
Total Score	2.74	3.44
Analytical	2.69	3.52
Decision Making	2.12	3.06
Business Acumen	2.46	3.41
Interpersonal Skills	2.50	3.24
Technical Credibility	3.03	3.73
Empowering	2.61	3.01
Problem Solving	3.73	4.14
Impact and Influence	2.82	3.50

Legend: ● Self ● Colleagues

(Radar chart with axes: Empowering, Interpersonal Skills, Business Acumen, Technical Credibility, Analytical, Impact and Influence, Communication, Problem Solving)

Overall

Legend: △ Min ◇ Max ⊢ StandardDev

- Self 2.00
- Colleagues 3.98
- Department Average (Financial) 2.98
- Company Average 3.22
- Managers 5.00
- Peers 3.44
- Direct Reports 3.50

The Johari Window

Hidden Strength (Facade)

Condition #1: Self   < Department Average   Condition #2: Colleagues   > Department Average

Impact and Influence
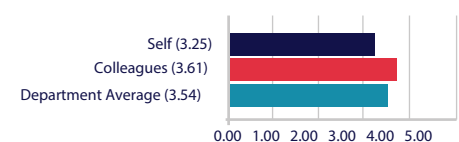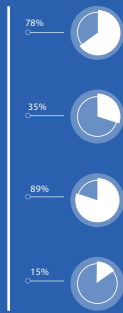
- Self (3.00)
- Colleagues (3.62)
- Department Average (3.31)

Analytical

- Self (3.25)
- Colleagues (3.61)
- Department Average (3.54)

ABOUT EXPLORANCE

At eXplorance, a Learning Experience Management (LEM) solutions provider, we empower organizations in making the right decisions with fact-based learning analytics. Our offerings, Blue® and Bluepulse®, help instill a culture of continuous improvement by evaluating, analysing, and improving stakeholder needs, expectations, skills, knowledge, and competencies.

Founded in 2003, eXplorance is a privately held corporation based in Montreal, Canada with offices in APAC, Europe, and Latin America. With employees working across the globe, eXplorance is renowned for its strong company culture and is deemed one of the Best Workplaces in Canada by the Great Places to Work Institute®. Recognized for its growth, technical innovation, and entrepreneurship, eXplorance is listed in Deloitte's North American Technology Fast 500™.

Some of eXplorance's clients include FEMA, Fidelity Marketing, NASA, National Bank of Canada, PPS International Limited, Witz Education, and other organizations..

blue text analytics

Blue Text Analytics (BTA) is a powerful content analysis tool that makes sense of qualitative data. With BTA, you can easily process thousands of comments tied to behavioral items and create comparative reports to quickly pinpoint areas for improvement.

bluepulse

Harnessing formative feedback, Bluepulse is an adaptive social tool that can be used for competency and behavior enhancement over time. By collecting daily real-time insights, individuals can discover what to start, stop, and continue doing to improve.

info@explorance.com
www.explorance.com

tel.: +1.514.938.2111
fax.: +1.514.635.6264
toll free: +1.877.938.2111 (North America only)

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