



A 360° approach for growing talent!

YOUR NEEDS AND EXPECTATIONS

You want to:

- **Better understand the practices** of your managers and employees in order to design **development plans that are personalised** and adapted to real needs?
- **Involve them in their progress** by raising awareness of the expectations in their professional environment and their priority development areas?
- **Align** their skills to the challenges faced by the business?
- Develop a culture of **communication and feedback** at all levels?

>> **Discover KDRAN!** Based on a multi-observer questionnaire that includes input from both a stakeholder in the business and those around them, it enables a comparison to be made of the various perceptions of managerial skills, identifying with them their strengths and weaknesses, and acting as a basis for discussions around drawing up a development plan.

BUILDING THE TOOL

KDRAN is the result of more than 20 years' expertise in the 360° approach.

Designed as a survey, the tool provides a bank of questions which enable 21 skills to be examined. Each skill is examined via a minimum of 4 questions, and the responses are placed on a frequency scale from "Never" to "Always".



The skills observed are structured around 3 focus areas:

- **Driving performance:** Strategic reflection, results orientation, decision making, project management...
- **Managing relationships:** Communication, powers of persuasion, interpersonal skills, team spirit.
- **Managing a team:** Strategic knowledge-sharing, delegation, recognition, team motivation...

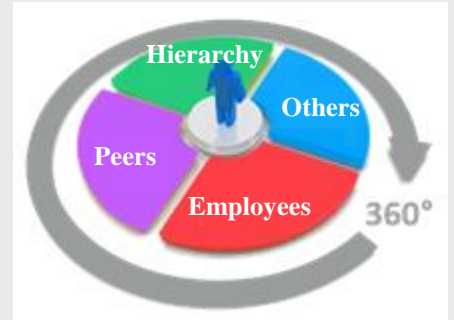
KDRAN is currently available in 3 standard versions according to the profile of the person being observed: director, manager or employee.

Go further, much further...!

- **A made-to-measure 360° approach:** KDRAN is customisable and can be adapted to your business culture, your circumstances or indeed to the managerial challenges of your business.
- **A group process:** KDRAN offers you the opportunity to profile a group in order to optimise your group training programs and to enable observers to benchmark themselves in relation to their peers.

THE PROCESS

- 1 **The online questionnaire** is completed in 35 minutes by the observed person and the observers they have chosen in a minimum of 4 categories: management, peers, staff and others (N-2, clients...)
- 2 The results are given in a **personalised report file**: a choice of the 8 most important skills for the position held, a comparison of the different perceptions for each question, each dimension and each focus area, questions with the highest and lowest scores, skills to improve, free comment...
The report file is accompanied by a **reading guide** and a **development guide**.
- 3 **You will be able to feedback the results** to the person who has been observed, and support the person's considerations of their strengths and areas for development within that feedback. A day's face-to-face training beforehand will enable you to use the tool with complete confidence, as well as being able to analyse and present the results.



The PerformanSe platform allows you to benefit from a reliable and effective system: your 360° campaigns are automatically handled online (sending of questionnaires, report emails, publishing of reports...) via a simple and intuitive interface!

BENEFITS

