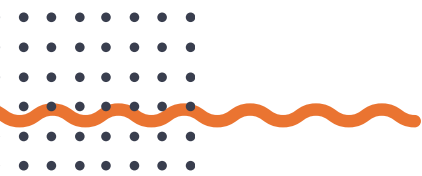
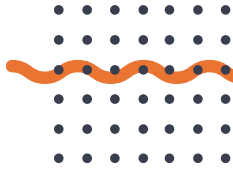


TALENTONIC HR SOLUTIONS

A trusted business partner known for client centricity, domain depth and competitive advantage. We enable clients to achieve consistent and tangible business results by implementing practical people solutions and developing innovative HR software products.



talent3sixty

An award winning 360 feedback product that helps leaders thrive

Talent3sixty is easy to set up, highly customizable, ensures confidentiality and is easy to use. The reports are intuitive and provide an impetus for development and behavior change.

KEY FEATURES OF TALENT3SIXTY



A different set of questions for each rater category makes feedback more relevant



Access a library of 1000+ questions by competency to help create powerful insights



Create Individual Development Plans or Engage with coaches via the platform



The option to use Reverse Questions to reduce socially acceptable responses, skew and build robustness of the assessment



10000

Reports Generated

#03

Awards Won.
Trending Software
2022
Best Software 2021
Customers Choice
2020

1000

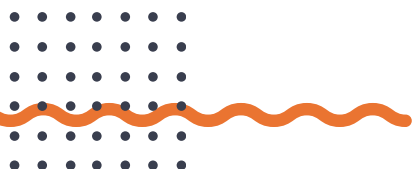
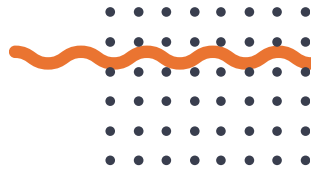
Behavioural
Questions to
choose from

talentonic®

CUSTOMIZABLE SECURE PLATFORM

Users log into a confidential online portal. Questions, Rating Scale, Competencies and Communication can be customized to client needs

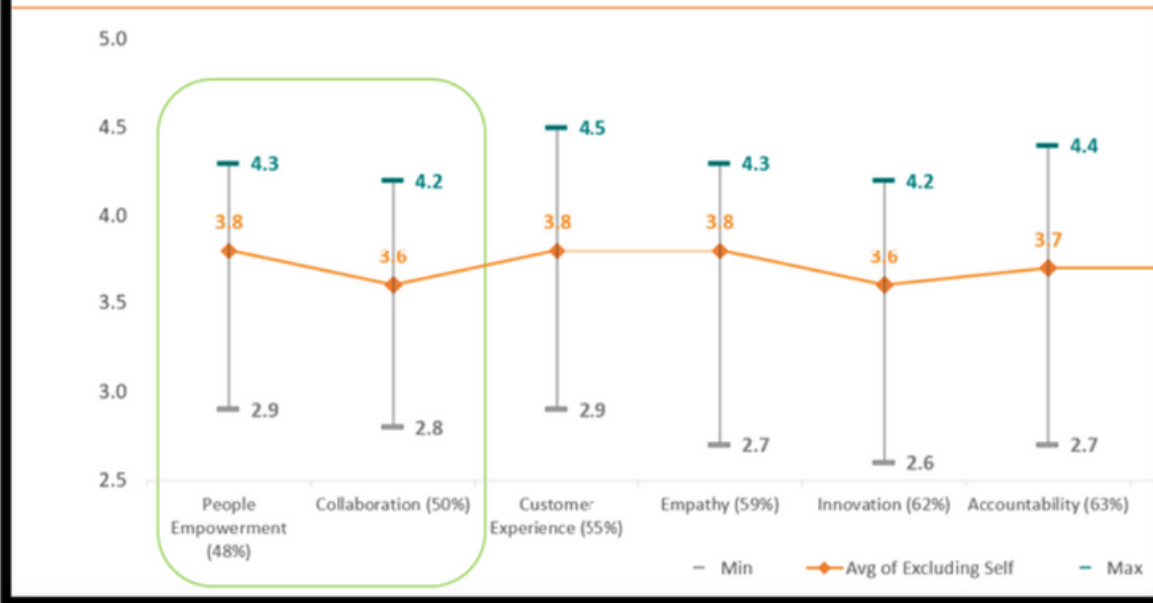
100%
Repeat Clients



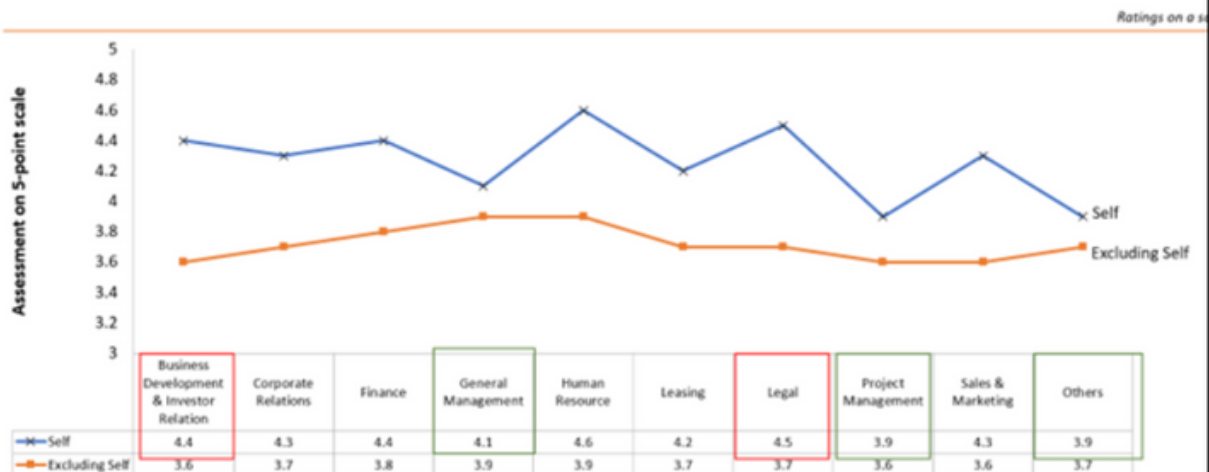
Organisation Insights

Our expert team work side by side with leaders to turn analysis into lasting business impact

Competency Wise Range Spread



Self and Exl Self Comparison by Department



- Assessment for **General Management, Project Management and others** is aligned but highly polarised for Legal and Business Development and Investor Relations

Organisation wide insights on themes, areas of focus, demographic wise scores, Department wise themes, Comparisons by department and competencies

REPORTS & INSIGHTS (1/3)

Our report has qualitative inputs and actionable insights derived from overall scores of individuals

ACTIONABLE INSIGHTS

Qualitative Inputs Included

STRENGTHS

The table below lists statements that were rated, on an average, as the five highest among all statement on the survey

S.No	Behavioral Statement	Competency	Overall
1	Is open to ideas and values contribution from team members irrespective of their different backgrounds	People Empowerment	4.2
2	Stays calm and productive in changing and challenging situations	Agility	4.2
3	Fosters collaboration among team to achieve shared organisational goals	Collaboration	4.2
4	Builds strong and enduring relationships which are based on mutual trust and understanding	Empathy	4.1
5	Proactively recognizes adverse customer reactions and manages customer escalations that may have an adverse effect on company brand	Customer Experience	4.1

AREAS OF FOCUS

The table below lists statements that were rated, on an average, as the five lowest among all statements on the survey

S.No	Behavioral Statement	Competency	Overall
1	Influences and aligns key stakeholders, peers and seniors on the change agenda	Agility	3.4
2	Challenges status quo and explores newer ways to improve performance	Innovation	3.5
3	Is comfortable dealing with new, different & unexpected changes	Agility	3.6
4	Resolves inter departmental conflicts constructively	Collaboration	3.6
5	Takes personal responsibility for decisions, actions and failures	Accountability	3.6

REPORTS & INSIGHTS (2/3)

3 FORMAT CHOICES

Customize to your Needs

Uncover areas of strengths employees didn't know they had and areas of improvement they were unaware of

PLEASANT SURPRISES

The table below lists the top areas among all statements of the survey where all the respondents have rated you higher than your self-score.

S.No	Behavioral Statement	Competency	Self	Overall
1	Is a keen learner, proactively invests in self development by seeking stretch assignments	People Empowerment	3.0	3.9
2	Resolves inter departmental conflicts constructively	Collaboration	3.0	3.6
3	Proactively recognizes adverse customer reactions and manages customer escalations that may have an adverse effect on company brand	Customer Experience	4.0	4.1
4	Actively identifies opportunities to create a better and hassle free customer experience	Customer Experience	4.0	4.0
5	Continuously challenges the team to work faster, better and in a more cost effective manner	Excellence	4.0	4.0

BLIND SPOTS

The table below lists the top areas among all statements of the survey where all the respondents have rated you lower than your self-score.

S.No	Behavioral Statement	Competency	Self	Overall
1	Takes personal responsibility for decisions, actions and failures	Accountability	5.0	3.6
2	Develops employees by providing development opportunity, coaching and feedback	People Empowerment	5.0	3.7
3	Openly shares information to achieve shared organisation goal	Collaboration	5.0	3.7
4	Generates new ideas and encourages members within the team to do the same without fear of failure	Innovation	5.0	3.9
5	Actively listens to what is being said and the underlying emotions of customers	Empathy	5.0	4.0

REPORTS & INSIGHTS (3/3)

Get detailed open ended feedback with perceptions, observations and suggestions verbatim

EASY TO READ REPORTS
Clear Insights and So whats

This section provides you with the **verbatim** comments offered by your feedback providers.

WHAT ARE SOME OF THE DEVELOPMENT AREAS THAT YOU WOULD LIKE THE PERSON TO IMPROVE ON?

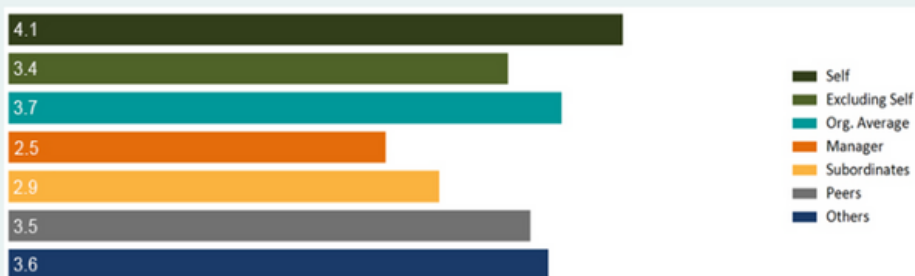
- Needs to work on his communication - makes him come across as underconfident / unsure
- Needs to be more aggressive. Listening and leading from front in problem areas
- Should help the Team with taking on more tasks & learning about the Digital Ecosystem and should start molding a person to get into senior roles. Helping the Team build better contacts and relationships with clients.
- He has to get into the details of things. At times, he looks at things from bird's eye view, whereas the need would be to look at them more closely

WHAT ARE THE KEY STRENGTHS OF THE PERSON?

- He is a go-getter and always asks questions for more clarity for getting the work done
- He is very fair and transparent in all his interactions. He is technically sound & motivates us to learn more about technical developments, analytical techniques and supports us in resolving critical issues
- Enterprising, endearing and a great leader. He is Team Player who always gives opportunities for his team members to explore and expand

Develops talent & creates teamwork

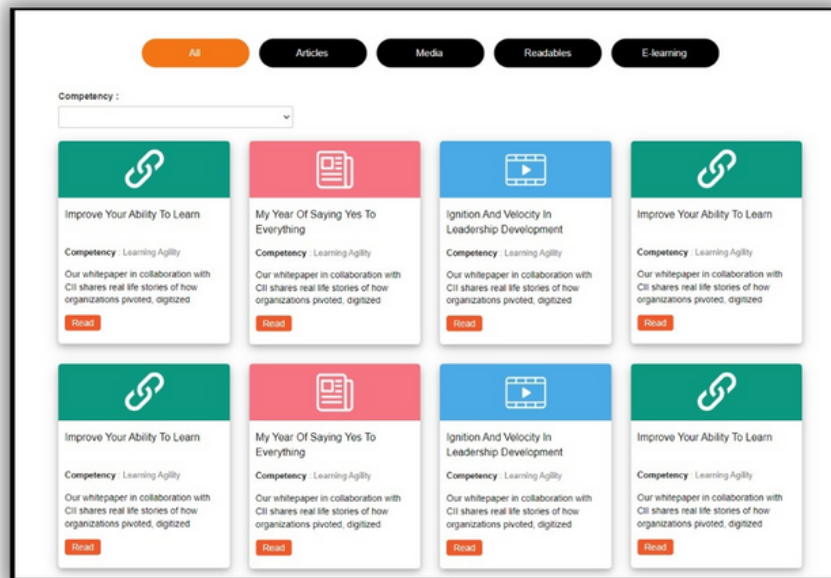
Creates a culture of development, engagement and collaboration. Participates in processes for identifying and developing talent within the teams. Provides feedback and maintains high standards of performance.



Get detailed competency ratings by raters and questions in comparison with self scores

DEVELOPMENT FOCUSSED

Create IDPs and track progress, appoint and engage with a Coach or access a databank of relevant Resources

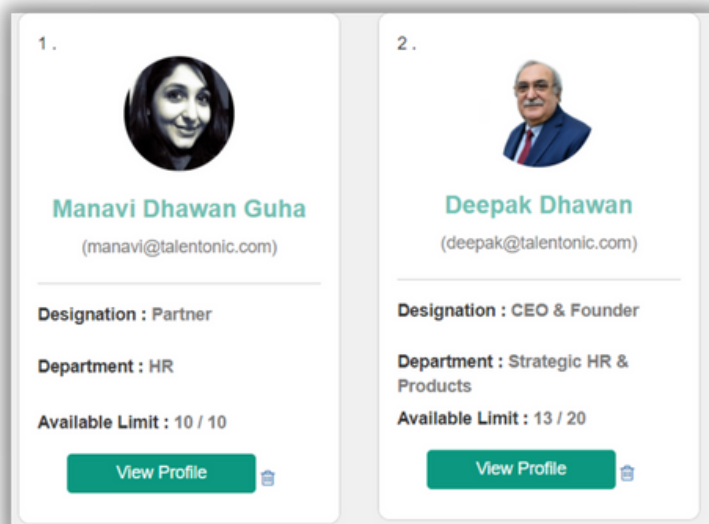
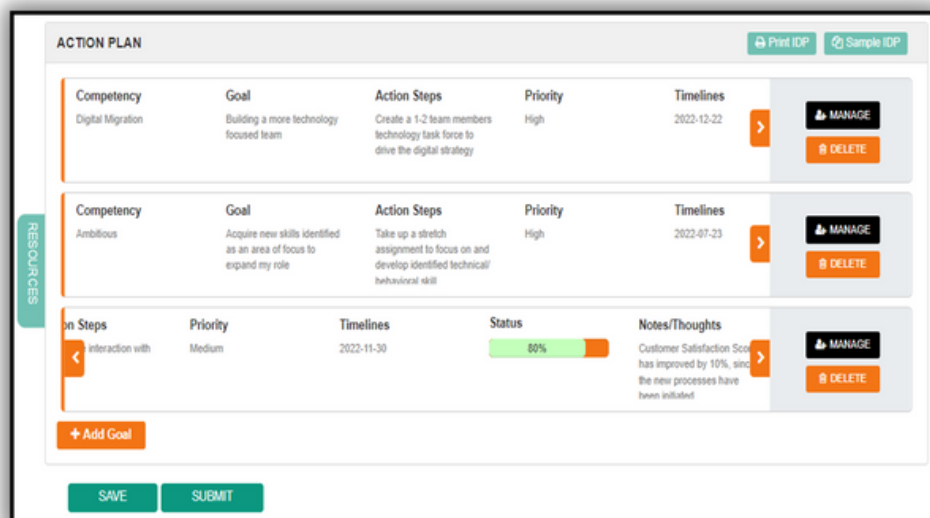


RESOURCES SECTION

We offer a Resource section that can be populated with Videos, Podcasts, e-learnings and Links to Articles. Content can be filtered by competency

INDIVIDUAL DEVELOPMENT PLANS

Users can easily analyze and extract insights from the report to create a detailed development plan to focus on growth



COACHING MODULE

Participants can choose a coach of their preference who will assist them in interpreting the 360 report and provide guidance on how to create an Individual Development Plan

CLIENT TESTIMONIALS

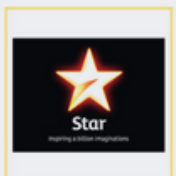
"The product was highly customizable and feature rich. Easy product navigation and accessibility clearly sets the tool apart. Kudos to the Talentonic team who helped us in seamless process execution and prompt customer support"

Make My Trip

"What I like about the tool is its simplicity of set up and navigation, the ability to customize according to your needs and the IDP feature.

The customer service support from Talentonic is the additional delight"

Sony Picture Networks



GET IN TOUCH



Manavi Dhawan-Guha

Partner, Talentonic HR Solutions

Manavi leads our Singapore practice and has spent over 12 years at McKinsey & Company where she led their India people function and was a trusted strategic partner to the India CEO and senior leadership

✉ manavidhawanguha@talentonic.com



Shalaka Singh

Senior Consultant, Talentonic HR Solutions

Shalaka has previously worked with PwC People Advisory and Mercer Consulting. She has worked with clients across India and APAC, on designing and implementing development interventions and running development centers.

✉ shalaka.singh@talentonic.com



Srishti Dogra

Associate, Talentonic HR Solutions

Srishti holds an MBA from IIM Ranchi and is a BTech in Electronics and Communication. She has worked across HR domains including Employee Engagement, Talent Development, Performance Management and Business Operations

✉ srishti.dogra@talentonic.com



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TALENTONIC HR SOLUTIONS

CLIENT CENTRICITY. DOMAIN DEPTH. COMPETITIVE
ADVANTAGE



Contactus@talentonic.com

talentonic®



+91 9811064400



+65 98533024



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