



Features

- Specifically developed for use in **Civil Society Organisations**
- **Easy to use & cost effective** with high quality reporting
- **Secure, Confidential** and **highly efficient** online process
- **Generic Competency Framework** designed at **UEL** under the expert guidance of **Dr Jonathan Passmore**
- Ability to create an organisation assessment
- Able to nominate **up to 10 assessors**
- **Comprehensive** Reports delivered in **Workbook format**
- Option for taking a **re-assessment** and receive a **Distance Travelled Report**

The Civil Society 360° Assessment is an on-line 360 Performance Evaluation Tool with a comprehensive range of functions and options. It enables organisations to assess the performance of individuals, teams and the organisation

- Provides individuals with a comprehensive understanding of their strengths and development needs in a workbook format
- Enables third sector organisations to reliably assess development priorities ... and assess the impact of interventions
- Helps organisations develop processes which support management teams
- Easily tailored to reflect an organisation's specific needs e.g. Skills Analysis, Behavioural Assessment, etc.

What does The Civil Society 360° measure? - Applications

The Civil Society 360° Assessment is an online measure based on a generic Leadership & Management competency framework developed under the expert guidance of Dr Jonathan Passmore from UEL.

The competency framework embraces six major competencies and thirty eight units of competence. Extensive consultation shows that this framework meets most of the needs of most 3rd sector organisations. The framework is reviewed and updated every two years.

The Civil Society 360° System enables colleagues, inside and outside the workplace to provide a consistent and reliable view about important aspects of a candidate's performance and behaviour. This brings valuable insight into the candidate's strengths and their development needs.

Equally it can be used to measure changes in these factors (re-assessment). Thereby enabling the assessment of the effectiveness of interventions and development activities.

How does The Civil Society 360° works? – Key Features

The System has been developed through in-depth consultations with Third Sector Organisations, including ACEVO, to be a highly flexible and a remarkably effective people management tool.

OPERATING THE SYSTEM

The process has been designed to be very easy to use. The online process is intuitive and supported by clear on screen instructions.

- The user selects Competency Units from a database which automatically creates the questionnaire
- Assessee nominates assessors by email and the rest of the process is automated

REPORTS

Reports analyse data by individual and by group. This provides managers with the ability to reliably assess the development priorities for the people in the organisation and to monitor the effectiveness of development activities.

Individual reports are in **Workbook format**, designed to ensure that assesseees reflect on the observations before any appraisal discussion.

TRAINING PROGRAMMES

Training programmes are available for managers, assessors and assesseees. These are available in tutor delivered format and, from 2011, in on-line format. For more information regarding the offering please contact us

PRICING

We offer very competitive pricing structure. For information about our prices please contact us.

No. of assesseees	price £
1 - 5	28
6 - 10	25
11 - 50	23
51 - 100	18
101 +	15

My self assessment compared to others assessment of me

7. Communicate - Listen & engage	My Own	Averages of others assessment				My Initial observations	
		All	Mgrs	Peers	Others	How does my own assessment compares to the way others see me?	How does the assessment of the different groups vary?
1 Has an open style of communication and checks for understanding	4	4.0	3.5	4.5	N/A		
2 Communicates regularly, using multiple media	2	2.8	2.5	3.0	N/A		
3 Selects the right media to communicate the message	3	3.8	4.5	3.0	N/A		
4 Encourages 2 way communication	3	4.0	4.5	2.5	N/A		
5 Actively encourages people to offer their views	3	3.5	4.5	2.5	N/A		
6 Makes information concise and easily accessible	3	2.8	3.0	2.5	N/A		
Total	3.7	3.5	3.7	3.1	N/A		

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