

A 360 view for talents in full evolution

Objective of the solution

Allow a comprehensive and collaborative evaluation of an employee's skills, behaviors, and performance through cross-referenced feedback from:

his peers

his subordinates

his manager

Other stakeholders
(e.g. internal clients)

Himself
(self-assessment)

KEY BENEFITS

- Strengthens the feedback culture
- Develops individual skills
- Values collective perception
- Promotes managerial and HR responsibility

HR USE CASE

- Enriched annual evaluation
- Managerial development path
- Identification of high potentials
- Training impact measurement
- Post-project hot feedback

The 360 is not just an evaluation tool: it is an accelerator of progress. By involving the entire professional ecosystem of the collaborator, it creates an environment of transparency, accountability, and continuous improvement.

Make those who really matter speak: colleagues, teams, managers. With LE 360, turn every feedback into a performance lever.

KEY FEATURES

The 360 is a digital °360 feedback solution that allows for evaluating an employee from all angles: superiors, colleagues, subordinates and self-evaluation.

It allows for a global, honest and constructive vision of individual skills, behaviors and performances, in order to develop talents, strengthen engagement and promote progress.

01

Profile management and roles

- Creation and management of the files collaborators (profile, service, position)
- Definition of the roles of evaluators:
 - Manager
 - Pairs
 - Team (subordinates)
 - Collaborator himself
 - External parts (optional)
- Automatic or manual assignment of the evaluators



02

Creation and management questionnaires

- Library of questionnaire templates (skills, soft skills, behavioral, management, etc.)
- Creation of personalized questionnaires (drag & drop)
- Supported question types:
 - Rating scale (1 to 5, Likert, stars)
 - Choice multiple/single
 - Free text



03

Progress of the campaign 360 °

- Planning of evaluation campaigns
- Automatic notifications by email or internal platform
- Real-time tracking of participation rates
- Automatic reminders to non-reviewers respondents
- Manual or automatic closing of the campaign



04

Confidentiality and anonymity

- Option of anonymity of responses (by group of evaluators)
- Fine management of access rights: HR/manager access the consolidated results
- Collaborator accesses his own balance sheet
- Data security (encryption, GDPR)



05

results

- Automatic generation of an individual report
- Graphic visualization:
 - Skills radar
 - Evolution vs self-assessment
 - Inter-rater comparison
- Highlighting perception gaps
- Global report for HR/ managers (by team, department, etc.)



06

Exploitation post-evaluation

- Individual or co-constructed action plan
- Automatic development suggestions (training, coaching)
- Archiving of the reports in the file collaborator
- Monitoring over time (continuous evaluation or annual)



THE °360 — 360 EMPLOYEE EVALUATION SOLUTION

ADDITIONAL TECHNICAL FEATURES

- SSO/ Active Directory integration
- Multilingual interface
- Responsive web application
- Integration with HR/LMS/ERP tools (via API)
- Global HR dashboard (campaign management, participation, consolidated indicators)

FUNCTIONAL BENEFITS

- Reliable and complete °360 vision of the collaborator
- Development of a structured feedback culture
- Detailed identification of perception gaps for an appropriate progress plan
- Strengthening of commitment and transparency in the company

INTERFACE (VISUAL OVERVIEW)

- Campaign dashboard (statuses, participation, alerts)
- Drag-and-drop form editor
- Collaborator profile with feedback synthesis
- Radar visualization of cross skills
- Manager/HR access to global and historical synthesis