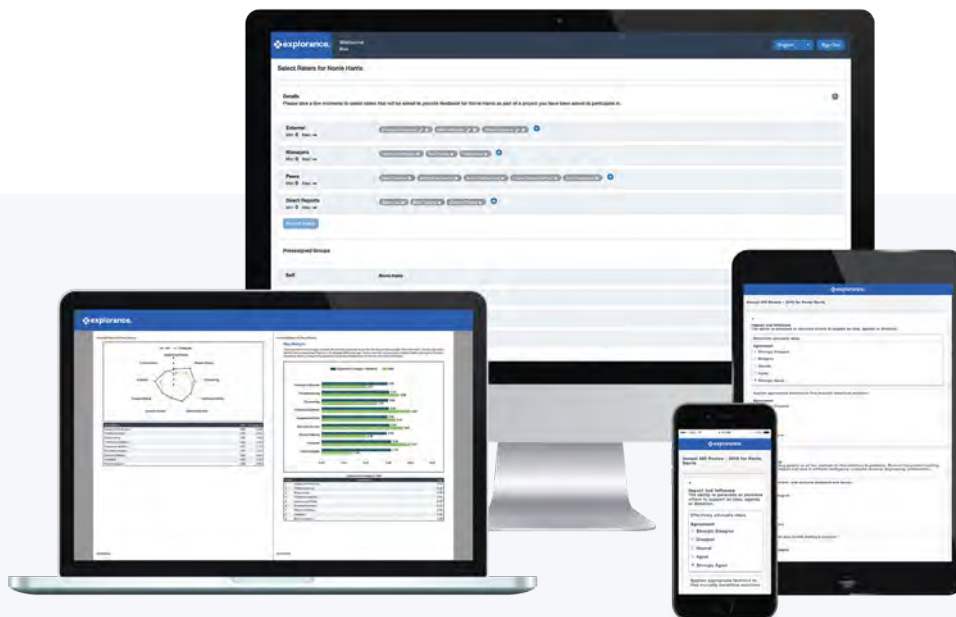# blue

A FLEXIBLE FULLY AUTOMATED
360 DEGREE FEEDBACK PROCESS

blue

Measure and understand the employee journey.

Come full circle and get the complete picture of your competency development and learning programs by gathering feedback from all angles and stakeholders. Blue can adapt to your evaluation model, competency framework, and workflows. Conduct pre and post learning assessments, multi-rater feedback, self-evaluations, and more from one centralized solution.

Connecting all the dots.

How do you know if someone is a good fit for your organization? How can you make sure the right capabilities are being developed? It's important to understand the value your employees bring to your organization, so it's beneficial to have a 360 degree feedback process. Understanding employees' stories let you know where everyone is coming from and where you're going together.

360 simplified.
With Blue.

Blue is a centralized, 360 degree feedback system. Think about that for a minute. That means you deal with one vendor, one system, one budget. Managers and employees only have to learn one software. Events triggered by Blue can be automated, thereby simplifying workflows. Blue can also integrate seamlessly into existing IT infrastructure and is flexible enough so you can have it as the 360 feedback process that's best for you.

Additionally, all data is in one location, so there's no need to worry about the hassle of exporting and analyzing data from other systems to get usable results. It's the path of least resistance. This is 360 simplified with Blue.

Flexibility.
Without the 10 minute warm-up.

Blue 360 gives you the power to build the 360 degree review process that's right for your organization. Blue's flexibility has many options where you can accurately measure competency development so you can ensure employees have the right skills that will lead to success.

Blue 360 uses an adapted model for reviews. This means the process can be personalized to your needs. Blue supports multi-rater evaluations that can be assigned, expanded, and grouped as needed. Raters can also be centralized or delegated as necessary.
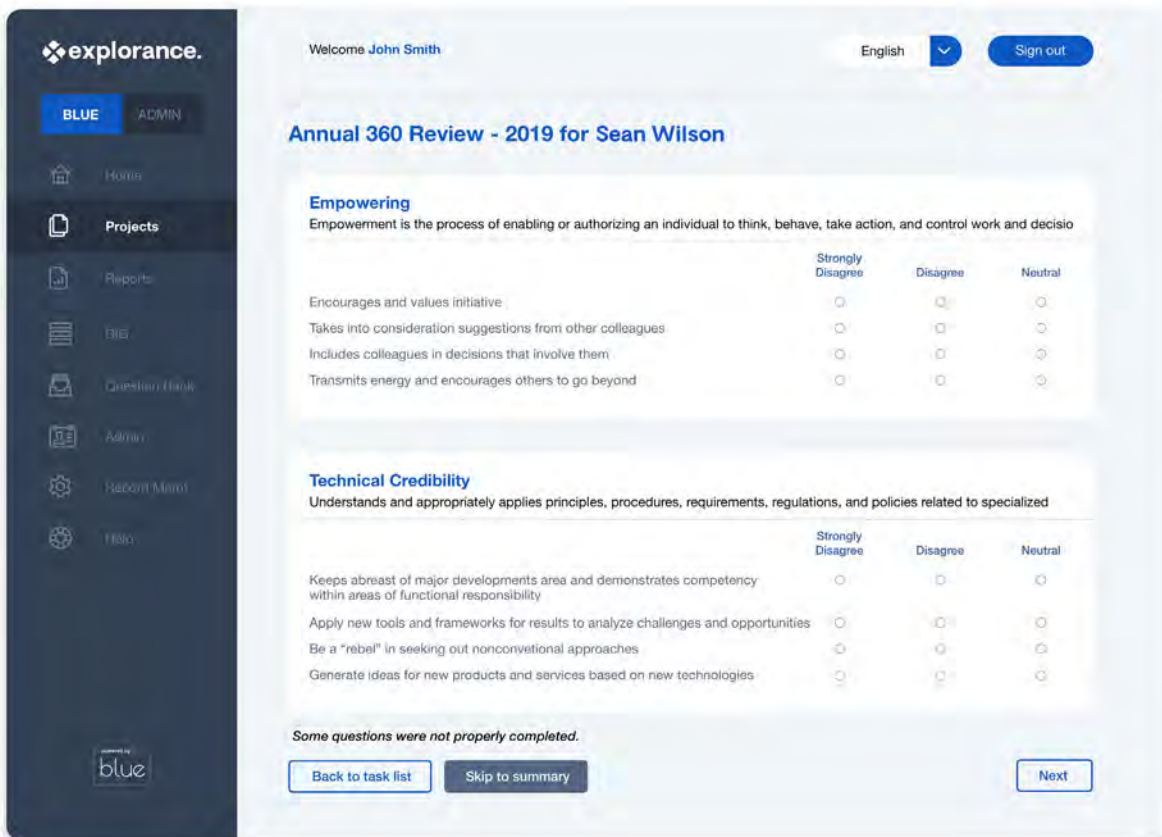
Feature Highlights

Configurable User Interface

Build assessments around your existing data, processes, and competency model.

Deployment Options

Acquire Blue 360 as a vendor-hosted offering or install it onsite.

Multilingual Support

Customize content in any language through the rater selection, rating, and reporting processes.

Flexible Rater Assignment

Enable centralized, automated, and/or delegated rater selection and include any number or type of rater groups.

Accessibility

Meet the latest accessibility standards for WCAG 2.1 (AA) and provide a seamless experience to all.

Comparative Reporting

Validate the effectiveness of your learning and development programs with pre-post analysis and reporting.
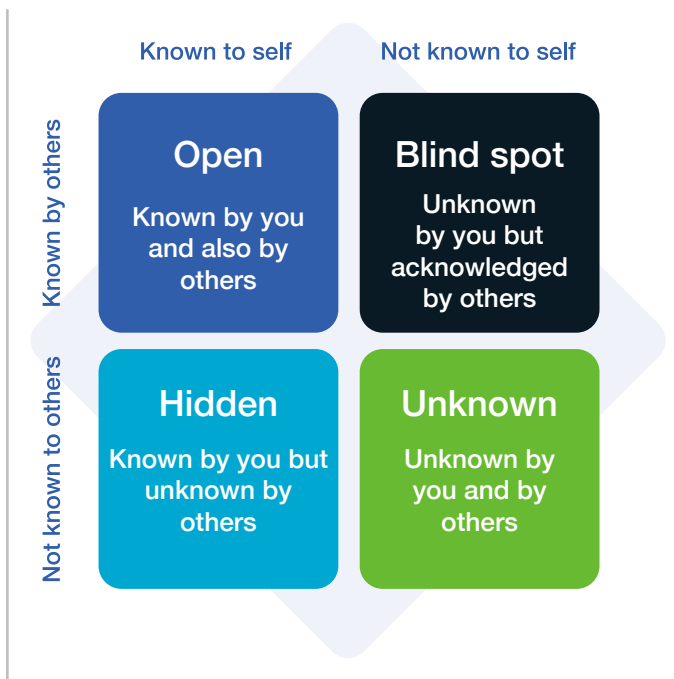
explorance.
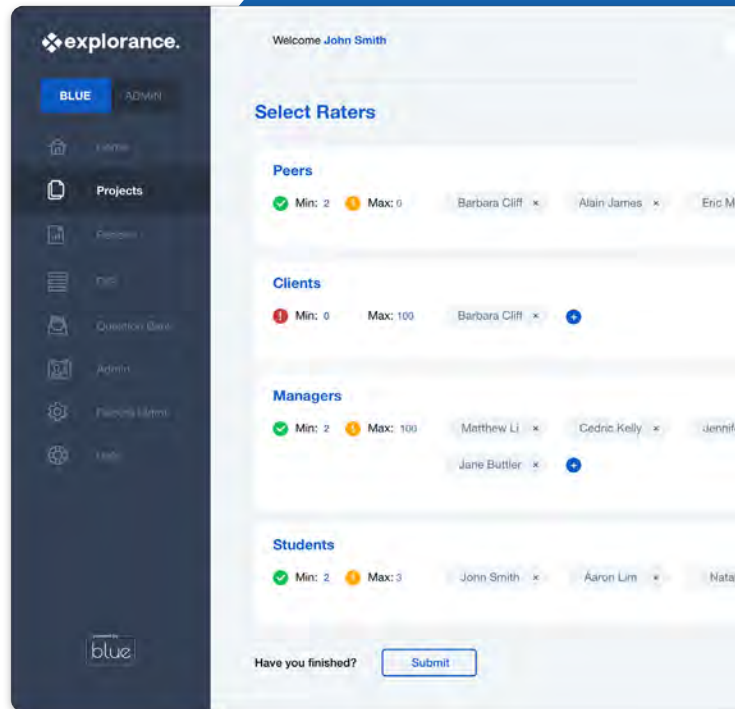
Automated Evaluations

Support all your 360 degree evaluations and reporting with ad hoc selection and on-going triggers (event or demographic based).

Portal Integration

Provide convenient access to Blue 360 degree feedback evaluation tasks and reports through your LMS or Portal.

Aggregate Reporting

See the big picture by aggregating your results by any criteria that matter (departmental, organizational, etc.).

Known to self | Not known to self

	Known to self	Not known to self
Known by others	**Open** — Known by you and also by others	**Blind spot** — Unknown by you but acknowledged by others
Not known to others	**Hidden** — Known by you but unknown by others	**Unknown** — Unknown by you and by others

Johari Window

Smart Invites

Send centralized and personalized invitations and reminders to delinquent responders only.

Secure Access

Leverage your existing security infrastructure for seamless access to Blue (LDAP, SSO, etc.).

Johari Window

Leverage the Johari Window approach in your reports and help your stakeholders discover behaviors that are open, blind, hidden, and unknown.

**❖explorance.**

metrics
that matter

360 in-a-box.

Through the Metrics That Matter (MTM) methodology packages, we can jump-start your ability to transform data into insights. Our methodology packages address each unique 360 review feedback process and are configurable within the Blue platform.

We go beyond just the technology to understand your unique needs and recommend solutions to ensure those needs are met so you can deliver better business outcomes. With MTM, you get methodology packages that you can build from.

Research-backed.
Field-tested.

- Instrument design
- Competency question library
- Measurement strategies
- Role based reporting standards
- Key metrics
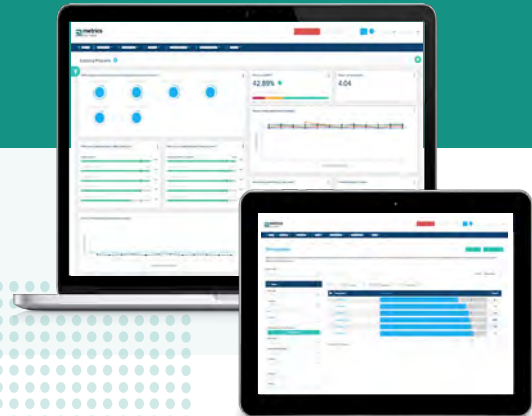
Connecting experiences.

Through the analytical power of Metrics That Matter, you can link multiple 360 use cases into comprehensive analysis to help connect all the dots along the employee journey.

Experts in the field.

- World-class consulting
- Validated measurement methodology
- Best-practice templates
- Purpose-built analysis and visualization tools
- Automated insights

bluepulse

Continuous Listening + 360 Degree Feedback.

360 degree reviews is a continual process that doesn't end once you have the results. It's beneficial to build a culture of continuous improvement, and Bluepulse is the perfect add-on to develop that. It offers an always-on channel to connect with employees in real-time. It's not another survey, but a focused, conversational, platform that allows you to extend your 360 degree strategy with the ability to request feedback, send out polls, set goals, and have focused discussion forums.

Bluepulse provides real-time analytics, sentiment analysis, and API integration, so leaders can have all the data they need instantly. It also works in harmony with Blue, so data flows through one system, meaning you still get all the automation, analytics, and customization without any added frustration.

Close the loop with Bluepulse

Employee — Confidential feedback → Manager
Manager — Direct follow-up → Employee

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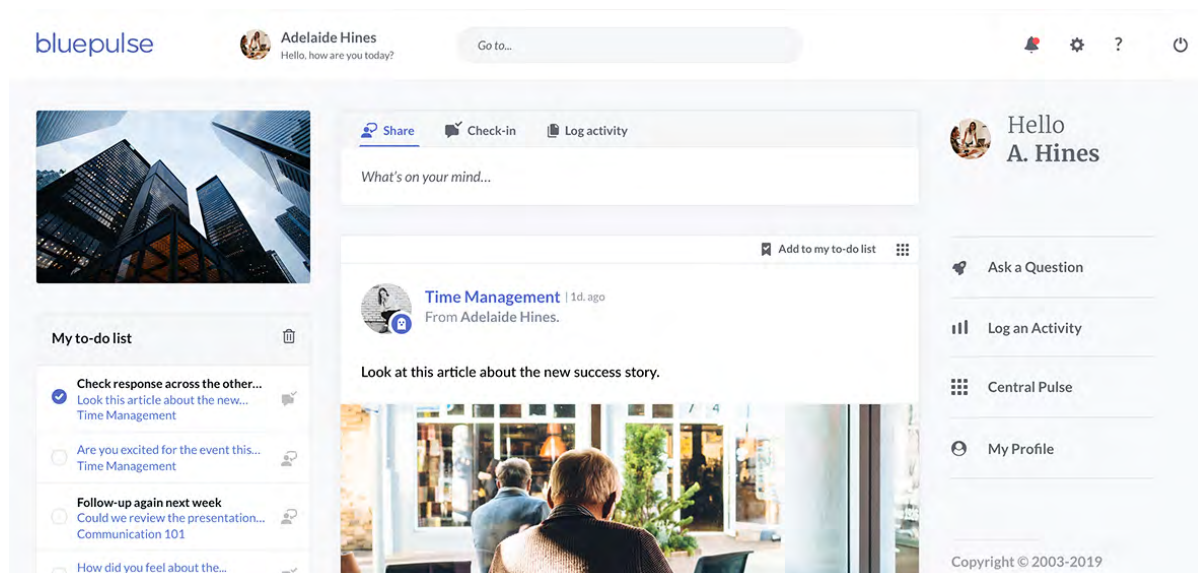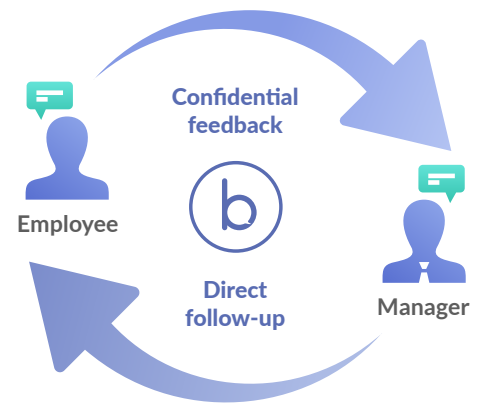
www.explorance.com

The future of feedback is now.

explorance.