

360° Feedback System

A system for feedback
and appraisal

Pricing Document

All fees stated exclude VAT

GatenbySanderson Offices

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Implementation fee with system configuration options

Includes:

- Meeting to discuss configuration
- Reflecting configuration on system
- Project coordination
- £1,500

Additional system configuration options

- Tailoring rating scales and rating scale descriptions: £750
- Uploading your existing behavioural model or amending our standard behavioural model (Altitude): £2,025
- You provide a completed template detailing who the feedback providers are for each individual and our managed service team will upload these to the system for you: £200

Usage fees per reviewee

Fees per report/review, includes unlimited reviewers per reviewee:

- 1-99: £89
- 100-399: £79
- 400-699: £69
- 700-999: £59
- 1000+: £49

As an alternative option for low volumes (up to 10 reviewees with unlimited reviewers), a fee of £225 per reviewee, with no implementation fee. This assumes usage of our standard Altitude model and settings.

Training, feedback and reporting options

- Training session (virtual or face to face) on delivering feedback for up to 12 individuals: £675
- 90-minute 1 to 1 feedback session (virtual or face to face) with GatenbySanderson psychologist or coach. The inclusion of a 360 administration and report for an individual using a non-branded Altitude 360 can also be explored: £450
- 90-minute group feedback session (virtual or face to face) for up to 15 individuals: £675
- Aggregate group 360 report tailored against key categories as agreed at project initiation e.g. role, grade, department, to identify trends and patterns of strengths and development needs in your workforce. Without Consultant Commentary: £450. With Consultant Commentary: £2,600
- Face to face delivery will also incur expenses at cost.

System configuration options included in implementation fee

- Access to the GatenbySanderson Altitude Model that describes behavioural excellence in the public and not for profit sectors at 4 levels, standard configuration includes the choice of the relevant 12 behaviours and level of indicators applicable to your context.
- Fully tailorable email content as standard.
- Project management, including regular catch ups, and real-time updates on completion rates.
- Email and telephone support for participants / contributors during office hours.
- Cohort benchmark scores available as an option in reports.
- Automatic combining of reviewer 'types', where numbers necessitate, to protect anonymity.
- Fully managed service with maintenance and support costs included, with no separate licence fee.
- Dedicated account team.
- No limits on the number of reviewers per participant.
- Reminder emails to all those taking part in the 360-review process, delivered on a set schedule, or at any specific point required.
- Mobile optimised: Our 360 utilises the latest technology and is enabled for all mobile / tablet devices.
- 24-hour online access enables busy stakeholders to provide feedback anonymously at a time that suits them.
- Confirmation emails ensure confidence in those taking part that their responses have been submitted.
- Unique, secure GDPR compliant delivery of reports to participants who receive their reports via their password protected online dashboard removing the risks of emailing out sensitive personal reports and providing convenient access and safe storage of reports for future reference.
- Participants can access their reports for a 12-month period after the project initiation date (individual reports can however be saved locally by individuals at any time).
- Gathering qualitative insight (for example add free text inputs after each competency or each cluster of competencies).
- Labelling reviewer categories that make sense for participants and your organisation.
- Allowing individuals to nominate their own reviewers (with minimum numbers).
- Editing the name of the 360 project (i.e. Talent Programme 360, Management Development 360 etc).
- Core branding, including your logo, brand colours and content on every page online and your logo and organisation name on the report.