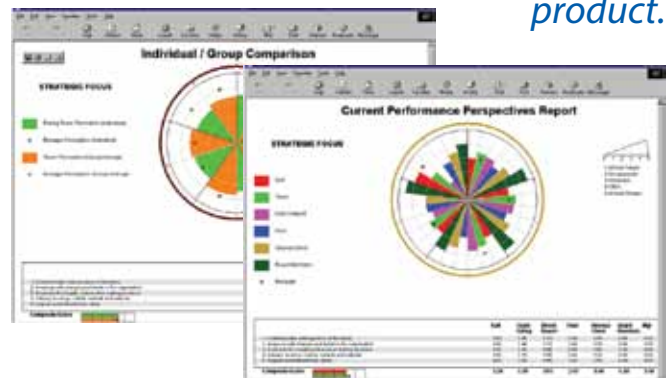




# Kylie Hammond in partnership with Full Circle Feedback, Australia's leading 360 degree feedback company.

- Full Circle Feedback specialises in the design and delivery of 360 degree feedback processes.
- FCF has been providing 360 degree feedback services to leading organisations for many years.
- FCF is a proven tool, technology and set of processes that have been rigorously tested and used successfully many times over.
- FCF has a reputation for repeat client work.
- FCF, designed in Australia, is unique in the world marketplace and the business gets a much improved chance at success.
- Highly flexible 'web-enabled' feedback processes for organisations, teams & individuals.
- Easily customised to meet each organisation's needs and aims.
- Customised or generic surveys - choose key areas and questions to suit.
- Feedback is gathered with speed, accuracy and objectivity.
- Robust & confidential survey process.
- Unique, attractive and comprehensive feedback experts.
- On-line coaching support.
- On-line action planning process.
- Automated ongoing learning process and results tracking.
- Implementation consulting services.

*FCF provides a complete feedback service - with a unique web-enabled product.*



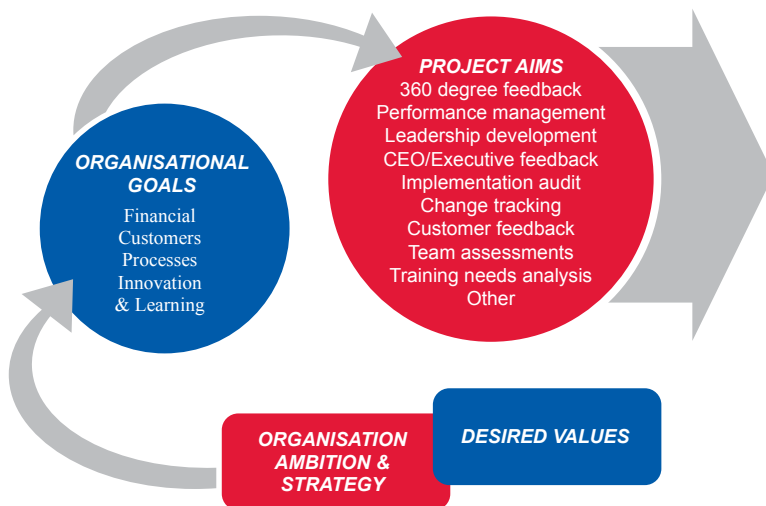
*FCF is used by many blue chip organisations, SME's and government departments.*



## The process for Participants and Raters is easy and confidential

- FCF processes are highly confidential - Participants and Raters are provided with system generated passwords allowing access only by them.
- Participants can view their feedback reports on the web and print/store them if desired.
- Participants can see who has and has not completed their feedback.
- Participants and Raters have access to on-line coaching/learning support materials, instructions and processes.
- Participants may enter their Raters on-line (and the Administrator can see this in real time).
- Surveys are saved throughout survey completion. If interrupted, the Rater can simply log back in and finish the survey without losing their work.
- Feedback reports are produced in real time. As soon as surveys have been completed, the reports can be made available.
- If required, surveys can be produced in paper or word processing format for manual completion and data entry.

*We manage the complicated and time consuming processes - allowing you to focus on the areas that add real organisational value.*



- Define organisational policies
- Design implementation process & get sign-off
- Design survey - generic or customised?
- Implement communication process (eg. briefings)
- Set-up project and obtain registrations
- Administer survey process & follow-up for completion
- Publish reports on the web or printed (optional)
- Facilitate individual feedback & action planning
- Facilitate Group feedback & plan organisational programs
- Communicate feedback results & planned programs/actions
- Review and enhance the feedback process
- Implement Results Tracker & ongoing feedback
- Benchmark results

