

SACS 360

What is it and how can it help?

Andrew Marty

MANAGING DIRECTOR
SACS CONSULTING



EXECUTIVE RECRUITMENT • HR CONSULTING • PSYCHOLOGICAL APPRAISAL

SACS 360 – what is it?

- An online performance management tool
- Self-managed by the client – gives you greater control and immediate access to the results
- User friendly with intuitive setup – it's software designed by OD professionals not IT programmers!
- Includes a range of pre-established question sets
- It has an attractive price point
 - \$300 per self (with up to 20 raters)
 - \$50 per report
- Capability to conduct year-on-year comparisons
- Confidentiality of data is ensured (stored on the SACS server)

Take a look



Using the software



Purchase Credits

1. Purchase online credits to allow you to start testing



Project Set up

2. Set up a new project – you can have multiple projects running at any one time.



Question Setup

3. Determine and set up questions for the project

- Use one of SACS Consulting's existing question sets
- Amend an existing set
- Create your own



Import list of
Participants

4. Upload a list of participants

- This includes individuals receiving feedback and those providing feedback
- Include emails for the purposes of distributing communications

Using the software



5. Select the 'selves' from the participant list

- 'Selves' are those individuals who are being rated and receiving feedback



6. Identify raters for each self

- This includes identifying the relevant managers, peers, subordinates etc. for each peer.
- This can be done collectively by an administrator or, by each self which is particularly useful for large scale projects



7. Set up communications here

- Use existing email templates or set up your own
- Distribute all relevant communications (e.g., invites, reminders) through the online portal



8. Undertake beta testing for quality assurance

- Distribute a 'sample questionnaire' to a subset of employees for testing and feedback to ensure there are no 'bugs'

Using the software



9. Launch the project

- At this point, the project will go 'live' and participants will be able to complete questionnaires.



10. Monitor the status of the project

- See how many participants have completed questionnaires



11. Reporting

- Request various reports
- View reports for each individual
- Request reports for a team/unit/division etc.

Why SACS 360?

- It's user-friendly, self-managed and affordable
- Setup involves a logical step-by-step process
- It's based on best-practice principles
- There are in-house Psychologists available to provide further assistance, particularly in regards to interpretation and debriefs
- 360 Degree Feedback initiatives...
 - Provide employees with a better understanding of their strengths and weaknesses
 - Capture feedback from a range of perspectives
 - Can be used to inform development plans
 - Encourage increased self-awareness
 - Can improve team work through increased awareness of the perceptions of others