

## Company Guide 2020



### *Organization Confirms Participation*

As an organization confirms its participation, the organization should consider whether it would like to register as one large entity, or if it would like its existing divisions to each register.

Study will begin in mid-September and be available through mid-December 2020. First confirm your interest through our website: <https://www.rbl.net/hrcs-round-8>. You will then be contacted by email with further instructions.



### *Organization Sponsor Nominated*

Organizational sponsor will be able to invite other participants and help to monitor their progress, to ensure that the organization and HR participants will be eligible to receive reports.



### *Organization Sponsor Nominates HR Participants*

Organizational sponsor should invite at least five HR participants; an organization need at least five participants receive complete 360s in order for the organization to receive a report.

#### **Organization Competency Report**

- Organization's scores compared to regional and global benchmarks within competency domains and factors
- Organization strengths and weaknesses



### *HR Participants Nominate Associate Raters*

HR participants should invite seven to ten raters, including a direct supervisor, at least three to five associate HR individuals (including direct reports), and at least three to five associate non-HR individuals, in order to receive the richest personal feedback.

#### **Individual Feedback Report**

- Individual's scores within competency domains and factors
- Individual feedback on what factors appear to have the greatest impact on business performance
- Personal strengths and weaknesses