

# MERCER360™

## HR CAPABILITY BUILDER



Mercer360 is a next-generation platform powered by Mercer's deep expertise in HR talent assessment and development. Setting up a multi-rater feedback is effortless, and the actionable reports provide a clear roadmap to drive individual and group development.

From rapid configuration and deployment to robust individual and group reports, the Mercer HR Capability Builder makes it easy to quickly identify gaps.

### ASSESS CURRENT HR CAPABILITIES AT EVERY LEVEL

The Mercer HR Capability Builder is a unique multi-rater instrument specifically designed for HR professionals. Our research-based standard models are ready to use off-the-shelf, or you can choose to tailor them to the needs of your specific HR population.

Whichever approach you select, Mercer can help you to:

- Assess HR capabilities at every level (including HR Administrator, Professional, Manager, Senior Manager, and Business Partner) and across functions (talent acquisition, employee relations, rewards, HR technology, etc)
- Identify and close the gaps between the talent you need and the talent you have today
- Use the results to inform HR transformation, restructuring, and group development interventions
- Equip individuals to understand performance expectations and create meaningful development plans

## OPTIMIZED TECHNOLOGY FOR LARGE-SCALE INTERVENTIONS

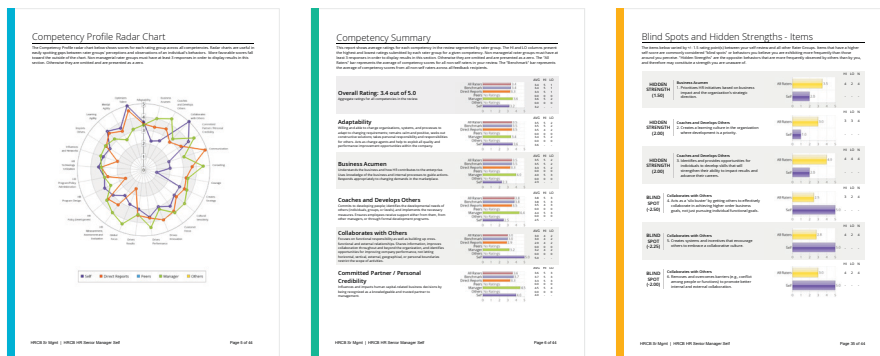
Our HR Effectiveness center of expertise can help evaluate your existing HR structure and make recommendations for optimization of the HR operating model. As part of this process, we can define the future needs of your HR organization, including critical skills and knowledge. These can then be assessed using the HR Capability Builder, which offers:

- ✓ Online platform for easy customization and rapid deployment
- ✓ Seamless global implementation with our multi-language capabilities
- ✓ Participant/rater portal for one-stop access on computers and mobile devices
- ✓ Streamlined workflows for rater selection, manager approval, email invitations, automated reminders, and more
- ✓ Real time survey status monitoring
- ✓ Personalized reports linked to an online development plan
- ✓ Trend reporting to measure behavior change
- ✓ Option for just-in-time feedback using the self-enrollment feature

## DETAILED & ACTION ORIENTED REPORTS

Individual and group reports designed with features such as:

- Importance ratings to focus attention on the most critical areas
- Competency and item level results by rater perspective
- Blind spots & hidden strengths
- Global benchmarks
- Link to personalized online development planning tool



## LEARN MORE

To learn more about the HR Capability Builder and how Mercer can help, contact one of our experts at [leadershipsolutions@mercer.com](mailto:leadershipsolutions@mercer.com) or visit [www.mercer.com](http://www.mercer.com)

## OUR 360 MODELS

In addition to the HR Capability Builder, we also offer standard 360 models for individual contributors, first-level supervisors, mid-level managers, and senior leaders translated into multiple languages.

## WHY MERCER?

As the leading global talent consultancy, we know the challenges you face – and we understand how technology can support your needs. Our unique approach leverages the depth of our consulting expertise with best-in-class technology to deliver impactful analysis and insight to drive business performance.