



talent
development



semos
cloud

Talent Development

Flexible Feedback Programs

Create Programs That Fit Your Needs

Easy and Effortless - As Its Already Integrated With Your HCM

Types of programs depending on different criteria



Geography

- Global
- Local (Regional, Country Level, Market)



Value

- Non-monetary (nomination)
- Monetary (cash, emblematic, token, nomination)



Direction

- Top-down
- Peer-to-peer
- Bottom-up



Receivers

- Individual
- Group

Peer-to-peer Feedback Program

Streamline employee feedback and foster a culture of growth. Peer feedback helps uncover blind spots and identify areas for improvement, linked to competencies like communication and collaboration. Employees can instantly request or give feedback through customizable peer-to-peer programs, with the option to add messages for clarity and encouragement.

- TYPE: Give/Get
- SCOPE: Global
- FEEDBACK RECIPIENTS: Employees all over the company
- FEEDBACK GIVERS: Employees all over the company
- FEEDBACK VISIBILITY: Private, Private + Manager
- SOCIAL FEED: Optional
- ANONYMOUS FEEDBACK: Enabled

EXAMPLE

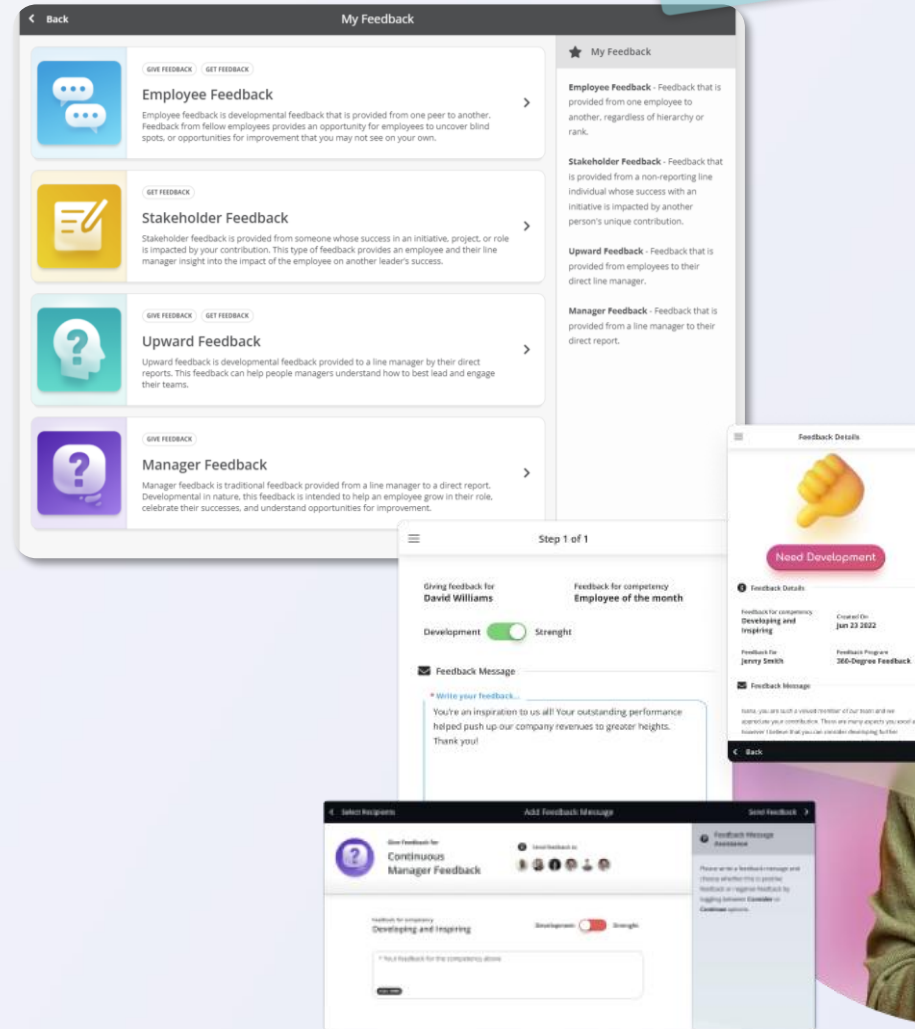
The image displays two screenshots of the Employee Feedback Program interface. The top screenshot shows the 'Add Feedback Message' screen, which includes a 'Select Recipients' header, a 'Give Feedback for Employee Feedback' section, a 'Competencies' dropdown set to 'Diversity & Inclusion', a 'Consider' toggle switch, and a text area for a feedback message. The bottom screenshot shows the 'Feedback Confirmation' screen, which includes a 'Home' header, a 'Feedback Confirmation Assistance' sidebar, and a main area with a 'Give Feedback - Options' section, a 'Feedback Visibility' dropdown set to 'Private and Manager', a 'Skills & Competencies' section, and a 'Diversity & Inclusion' section with a 'Your Strength' button.

Manager Feedback Program

Empower managers with tools to develop strong teams and high-performing individuals. Our customizable Manager Feedback Programs allow managers to provide meaningful, developmental feedback linked to key competencies, celebrating successes and highlighting areas for improvement. Managers can also add messages to encourage employee action.

- TYPE: Give
- SCOPE: Global
- FEEDBACK RECIPIENTS: Direct Reports
- FEEDBACK GIVERS: Managers
- FEEDBACK VISIBILITY: Private
- SOCIAL FEED: Private
- ANONYMOUS FEEDBACK: Disabled

EXAMPLE

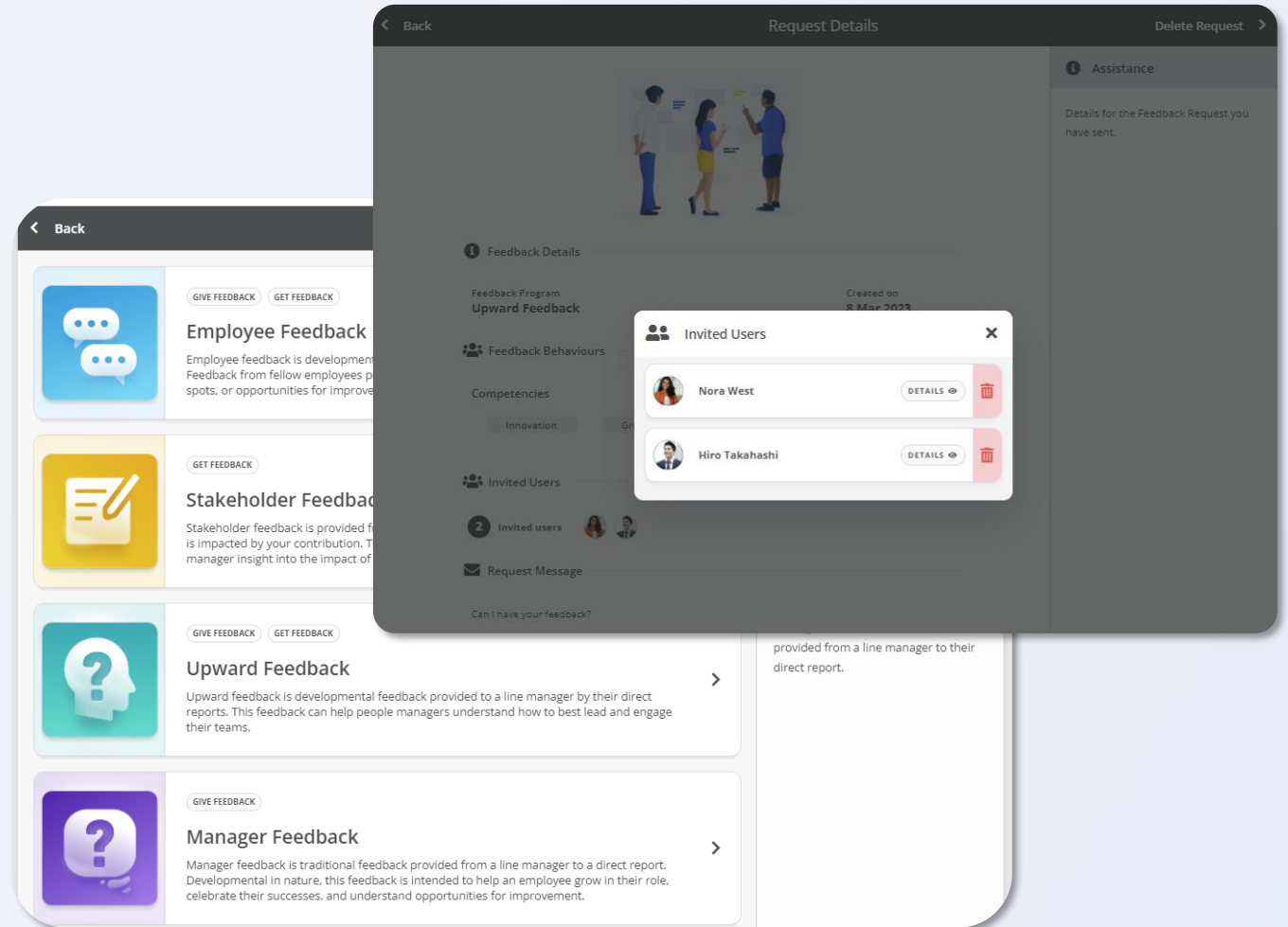


Upward Feedback Program

EXAMPLE

Managers are catalysts for organizational success. Upward feedback from direct reports helps managers understand how to lead and engage their teams effectively. Use our customizable Upward Feedback Program to empower managers to grow their leadership skills, with feedback linked to key competencies like communication and collaboration.

- TYPE: Get
- SCOPE: Global
- FEEDBACK RECIPIENTS: Managers
- FEEDBACK GIVERS: Direct reports
- FEEDBACK VISIBILITY: Private
- SOCIAL FEED: Private
- ANONYMOUS FEEDBACK: Disabled



Stakeholder Feedback Program

Encourage team collaboration and growth with holistic feedback programs. Stakeholder feedback comes from those affected by your contribution to a project or role, offering insights linked to competencies like communication and collaboration. This feedback helps employees and their managers understand the impact on another leader's success.

- TYPE: Get feedback for direct report from stakeholders
- SCOPE: Global
- FEEDBACK RECIPIENTS: Manager
- FEEDBACK GIVERS: Employees all over the company
- FEEDBACK VISIBILITY: Private
- SOCIAL FEED: Private
- ANONYMOUS FEEDBACK: Disabled

EXAMPLE

The screenshot displays the 'Stakeholder Feedback' interface. At the top, a yellow icon of a notepad and pencil is next to a 'GET FEEDBACK' button. The title 'Stakeholder Feedback' is followed by a description: 'Stakeholder feedback is provided from someone whose success in an initiative, project, or role is impacted by your contribution. This type of feedback provides an employee and their line manager insight into the impact of the employee on another leader's success.' Below this, a 'Select Recipients' modal is open. It features a 'Feedback Program' header with a 'Get Feedback' button. The modal is divided into two sections: 'Competencies' and 'Leadership Expectations'. The 'Competencies' section includes checkboxes for 'Diversity & Inclusion', 'Growth Mindset', 'Innovation', 'Patient Focus', 'Result Orientation', 'Strategic Orientation', and 'Working as One Astellas'. The 'Leadership Expectations' section includes checkboxes for 'Actively listen to other perspectives', 'Build healthy team climates', 'Delegate decision-making to the right level', 'Empower Ownership', 'Encourage new ideas/approaches and celebrate learning', 'Enhance cross-functional collaboration', 'Provide frequent feedback', 'Recognize effort and contributions', and 'Share knowledge, information and talent'. At the bottom of the modal, there is a toggle for 'Request feedback for someone else' (which is checked), a 'Get Feedback for' search bar with 'nora' entered, and a 'Requesting feedback from' search bar with 'hiro tak' entered. A list of 'Selected Recipients' is shown at the bottom, including 'Nora West' (semos_employee2, Skopje, United States) with a green checkmark, and a row of other employee initials (AT, KT, MT, TO, TT, YT, YT, YT, YT).

About Semos Cloud



Your Partner in Connecting Culture, People and Skills

Game-changing platform that helps companies achieve strategic goals and maintain a competitive advantage



PEOPLE & CULTURE INTELLIGENCE PLATFORM

Partner with the leading enterprise software vendors such as SAP, Oracle, Workday, and Microsoft.



10 years of experience deploying our solutions for Global Fortune 500 enterprises in over 150 countries.



WORDS FROM OUR CUSTOMERS



It's very easy and simple to implement and use. For a 100k employee company, it is possible to run with only 0.5 FTE which is a clear pass and speak for the easiness of the tool.

- Maike Kunz, Total Rewards Senior Consultant @ SAP

The Path Forward

Whiteglove Approach From Pre-Launch Consulting to Platform Optimization

360° Research

- Discovery of the current state of talent development programs and business needs
- Understand specific challenges
- Define goals and KPIs

Design and Implement

- Program design
- Technical integration
- Solution configuration and testing
- Communications planning & change management
- Training and enablement
- Go-live and hyper care

Optimize

- Ongoing support with designated CSM
- Drive Adoption
- Program adjustments
- Create new programs
- Regular QBRs

Your Strategic Partner in Employee Growth



Together, we can cultivate a workplace where every employee feels valued and empowered to thrive.

Let's embark on this transformative journey and **unlock your workforce's true potential.**



Thank you!



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Please note that our forward-looking statements, as well as any discussions related to future development, product release schedules, and pricing plans, are subject to change at the discretion of Semos Cloud.

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