

MULTIRATER SURVEYS & MYMENTOR:
LEADERSHIP DEVELOPMENT PLATFORM

WHY YOUR HRIS ISN'T DEVELOPING CURRENT & FUTURE LEADERS



2026 EDITION

How **MultiRater Surveys (MRS)** complements your HRIS to build the leaders your organization actually needs.



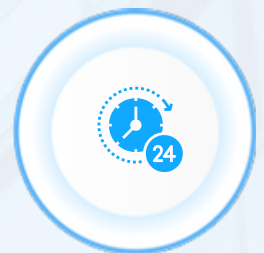
3x DEPTH

Deeper insights



70% BETTER REFLECTION

Better feedback



24/7 TIME

Continuous growth

The Core Distinction

MANAGING PERFORMANCE VS DEVELOPING LEADERS

Performance management ensures work gets done well. HRIS platforms are built for exactly this: structured cycles, tracked objectives, and compliance data. They do it effectively, and every organization needs them.

But **leadership** development is a different discipline entirely. It's about what happens when the metrics don't tell the whole story, when a team hits targets but quietly disengages, when a high performer gets promoted and suddenly struggles.

Developing leaders means building capacity for:

- ➔ **Influence and decision-making:** influencing people, not just managing them
- ➔ **Self-awareness and judgment:** knowing that how you show up affects everyone around you
- ➔ **Behaviour under pressure:** keeping calm and generating respect when things get hard
- ➔ **Trust and credibility:** the qualities that determine whether people actually do follow
- ➔ **Growing and enabling others:** shifting from personal performance to collective capability and outcomes



The 360 Problem

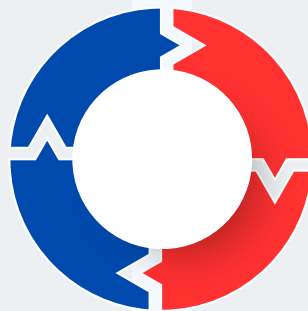
WHY HRIS-BASED 360s ARE LIMITED

And what happens when feedback lands without the right support

Many HRIS platforms include **360-degree feedback** functionality, which creates a common misconception that leadership development is 'already covered'. In practice, there is a significant gap between collecting feedback and actually developing leaders.

HRIS-BASED 360s TEND TO BE:

- 01 One-off survey events
- 02 Broad and generic in competency design
- 03 Delivered as static reports or PDFs
- 04 Light on interpretation & practical guidance
- 05 Disconnected from ongoing development



WITHOUT CONTEXT & SUPPORT, IT CAN:

- 01 Be misunderstood or dismissed
- 02 Triggers defensiveness rather than growth
- 03 Fail to translate into behavioral change
- 04 Required changes are not embedded
- 05 Do not relate to the daily people leadership challenges

YOUR HRIS RUNS THE SURVEY, BUT IT CAN'T DRIVE REAL CHANGE

Most organizations collect 360° feedback inside their HRIS because it's convenient. But convenience isn't the same as capability. Here's why that gap matters.

360° Performance Feedback Form

Annual Review Cycle — HR Module v2.4 | Please complete all fields

Employee ID: **EMP-04812** Rater type: **Peer**
Review period: **01/01/2025 – 31/12/2025**

SECTION 1: COMMUNICATION SKILLS

1. This employee communicates effectively with team members.

1 2 3 4 5

Strongly Disagree Neutral Strongly Agree

2. This employee listens actively during meetings.

1 2 3 4 5

Strongly Disagree Neutral Strongly Agree

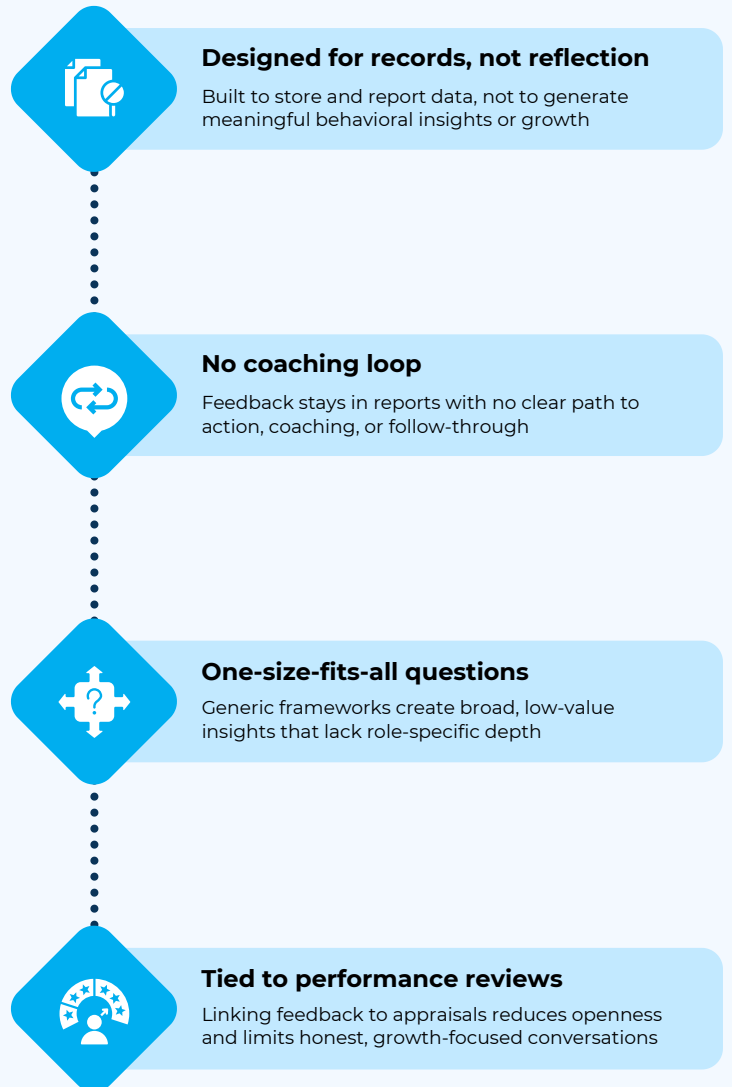
SECTION 2: COMMENTS (OPTIONAL)

Additional feedback for this employee:

Enter text here...

Page 1 of 4 (45% complete)

◀ Back
* Required fields
Next ▶

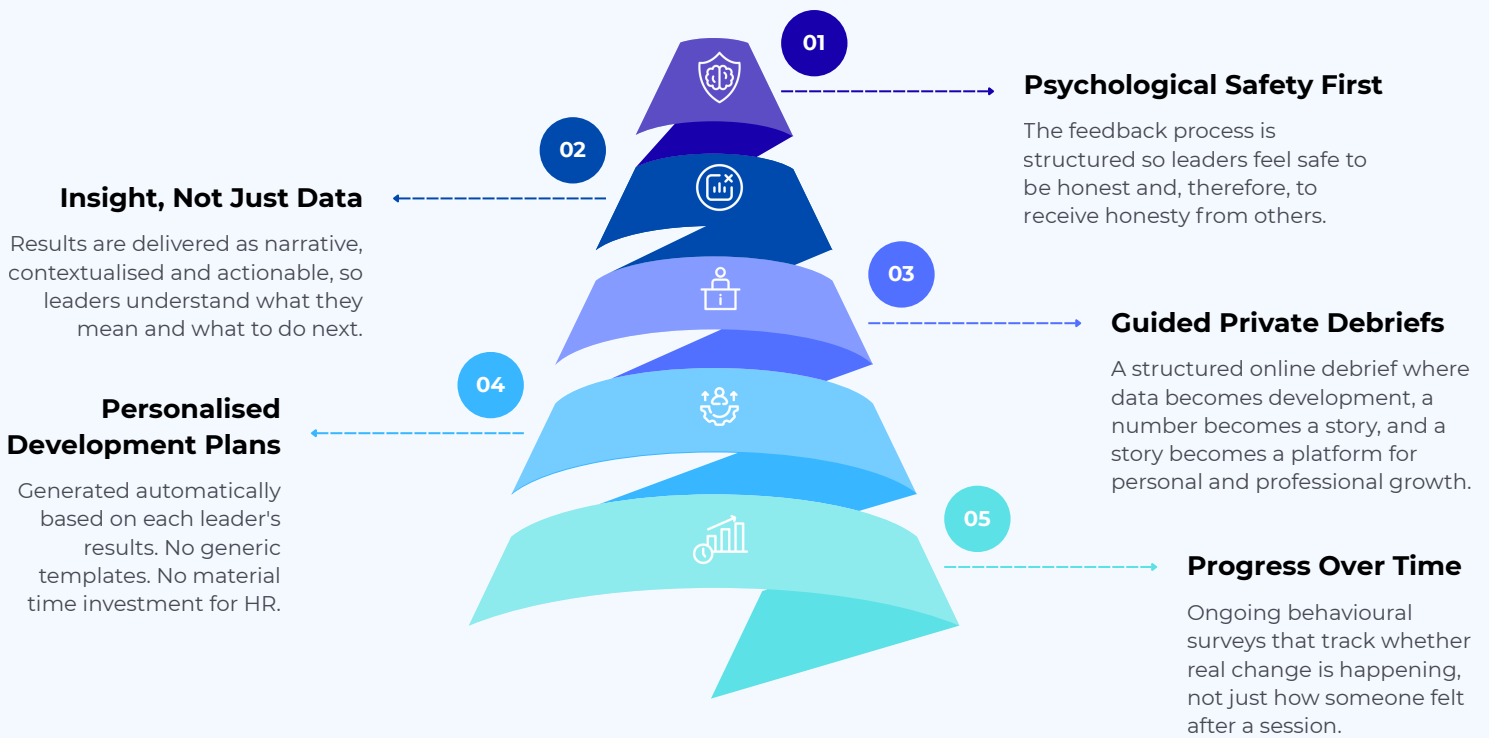


NOTE: Not an HRIS failure, it wasn't built for leadership transformation. It does its job well, but **leadership development** needs purpose-built tools.

The MRS Difference

HOW MRS TREATS LEADERSHIP DIFFERENTLY

MRS is built on one belief: leadership development is a journey, not an event. This shapes everything, from how feedback is gathered to how results are delivered to what happens in the weeks and months that follow.



Start Your 14-Day Free Trial - No commitment. No replacing your HRIS.
A focused leadership development experience your leaders will actually use.

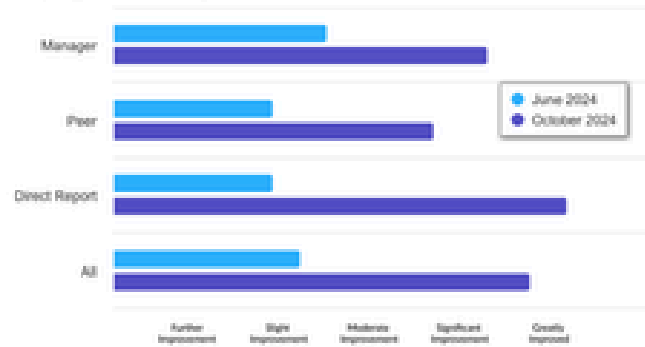
TRY MRS FREE FOR 14 DAYS [HERE!](#)

Your Development Progress



Action Plan Progression

Comparing the mini-360 surveys



Well Done On Your Top 3 Improvements

Question Item	Manager	Direct Reports	My Peers
John has been consistent in holding coaching and mentoring sessions with team members.	Moderate Improvement	Moderate Improvement	Slight Improvement
John creates a safe and approachable environment where team members feel comfortable sharing concerns or suggestions for improving morale.	Slight Improvement	Moderate Improvement	Slight Improvement
John demonstrates empathy in team interactions, fostering a supportive atmosphere.	Moderate Improvement	Slight Improvement	Slight Improvement

Keeping Working on these Top 3 Focus Areas

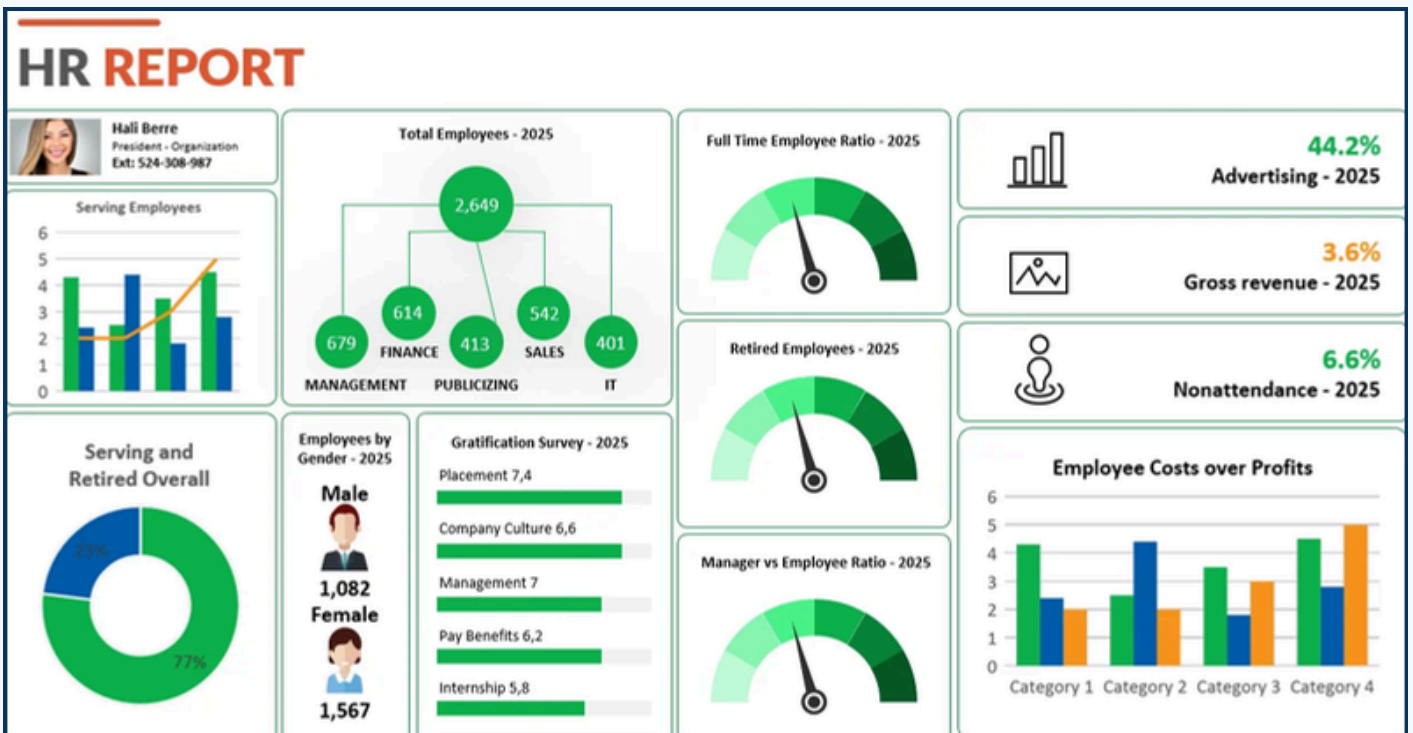
Question Item	Manager	Direct Reports	My Peers
John communicates in a clear and paced manner, ensuring everyone is on the same page during conversations.	Further Improvement	Further Improvement	Further Improvement
John effectively delegates tasks while providing the necessary support to help team members complete them.	Further Improvement	Further Improvement	Further Improvement
John encourages open communication, allowing team members to interrupt when clarification is needed.	Further Improvement	Slight Improvement	Slight Improvement

THE PLATFORM IN PRACTICE

See exactly how **MRS** brings leadership development to life, compared to what HRIS alone provides.

1. PDF Reports (HRIS) vs Interactive Debriefs (MRS)

PDF REPORTS (HRIS)



INTERACTIVE DEBRIEFS (MRS)

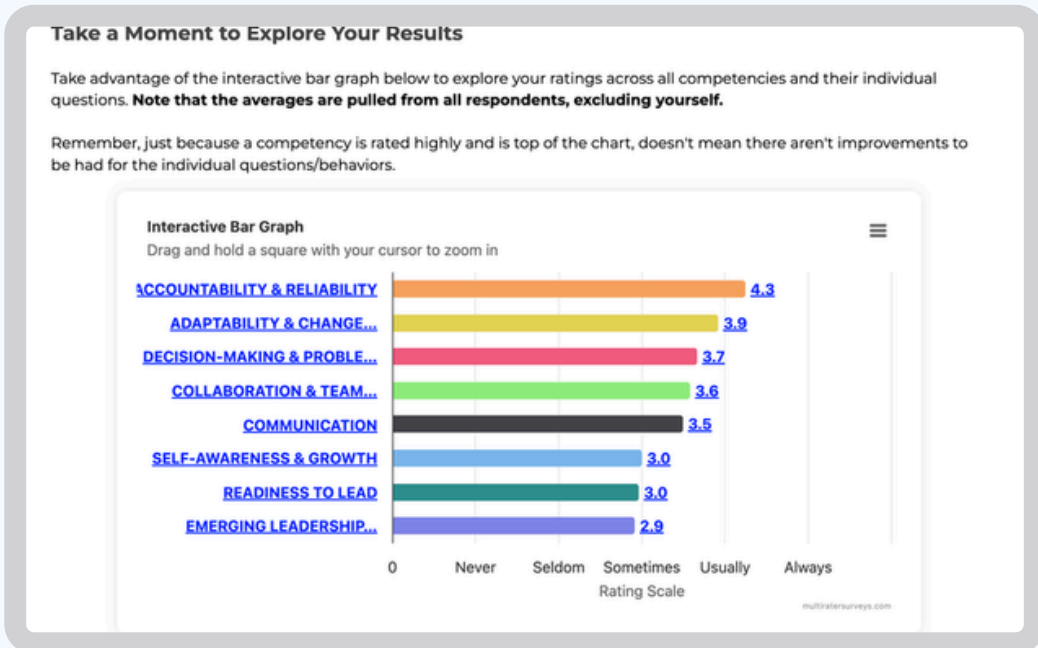
The matrix below highlights your **top leadership strengths** based on feedback from all respondent groups, showcasing the areas where you consistently perform well.

your top level insights

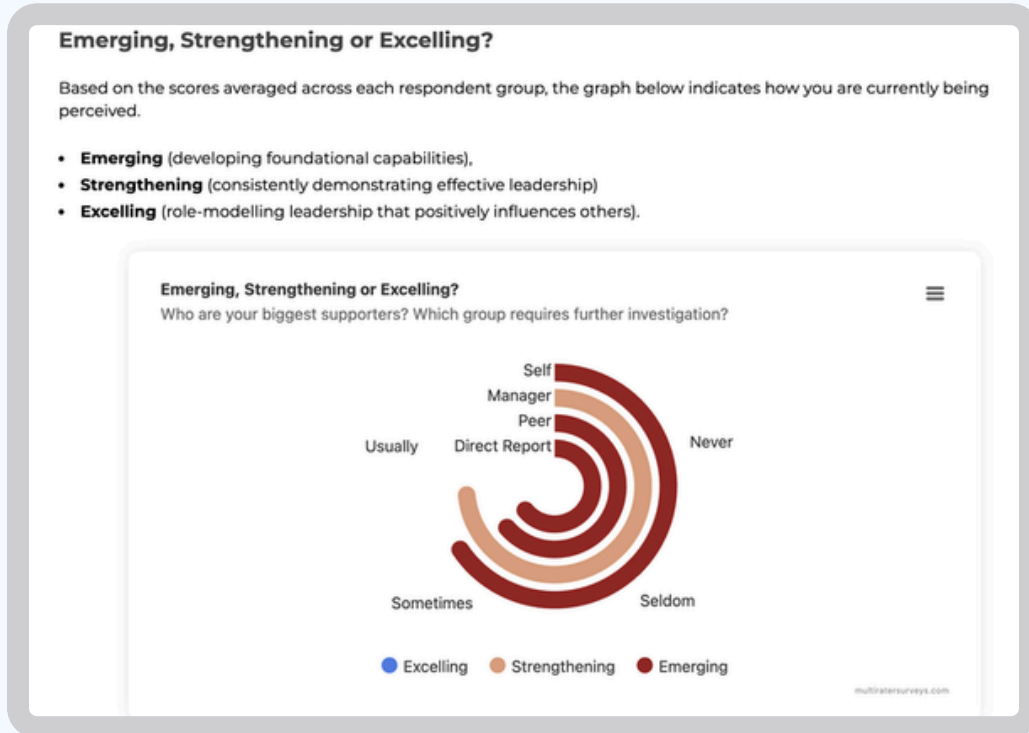
Before diving into detailed data, here are your top five highest rated competencies, as well as the top three questions in each.

Competency	Questions	MANAGER	PEER	DIRECT REPORT	Average
Accountability & Reliability	Taking responsibility for one's actions, delivering on commitments, and maintaining professionalism even under pressure. This includes being dependable, meeting deadlines, and owning outcomes—both successes and setbacks.	4.33	4.00	4.33	4.22
Adaptability & Change Readiness	Staying flexible, open-minded, and solution-focused in the face of change or uncertainty. This includes encouraging others to adapt, seeking improvements, and maintaining a positive outlook.	4.00	3.83	3.92	3.92
Decision-Making & Problem-Solving	Approaching challenges with logic, thoughtfulness, and collaboration. This includes analyzing information, involving the right people, and taking ownership of decisions and their outcomes.	3.83	3.83	3.50	3.72
Collaboration & Team Orientation	Working well with others toward shared goals. This includes contributing positively to group discussions, valuing diverse perspectives, and building respectful and productive working relationships.	4.00	3.17	3.58	3.58
Communication	Effectively conveying ideas, actively	4.17	3.00	3.42	3.53

The graph below provides a detailed view of **how you are rated across key competencies**, helping you identify patterns, strengths, and areas for further development.



This chart provides an overall view of how different **respondent groups perceive your leadership**, highlighting whether you are seen as emerging, strengthening, or excelling.



The comments modal below highlights what you're **doing great**, what you should **develop further**, and what you should consider **doing now**.

What You Should Develop Further

- **Building trust through openness and involvement in decision-making.**

"He could continue building trust by being a bit more open about his thought process and involving the team in key decisions."

"John could build even more trust by checking in with the team regularly and making space for open feedback."

"Being open about challenges and sharing more context behind his choices can also help the team feel included."

- **Coaching and developing team members effectively.**

"He could focus on coaching and developing the team more."

2. No Development Plan vs Guided Development Plan

NO DEVELOPMENT PLAN (HRIS)

Pre-fill the employee details before sharing the form. Use the 1–5 scale consistently across all performance indicators.

Reviewers should anchor answers in real examples rather than general impressions. Specific responses are far more useful for the employee's development.

360 Feedback Template

INSTRUCTIONS

1. HR or the employee fills in personal and job details.
2. The employee shares the 360 feedback form with a selection of peers.
3. The employee and their peers answer questions on their overall professional performance.
4. They also answer questions on the employee's communication, leadership and teamwork skills.
5. HR includes a confidentiality statement and has the relevant parties acknowledge it and sign the document.

Employee name		Date	
Job title	HR Manager	Department	Human Resources

Rating scale
Use a straightforward numerical scale from 1 to 5 to rate the performance indicators below, where 1 means poor performance and 5 indicates excellent performance.

Performance indicator 1	Time to fill (average time needed to hire a new employee)	Rating	3
Performance indicator 2		Rating	
Performance indicator 3		Rating	

Open-ended questions
Answer the following questions with specific examples, observations and actionable insights.

Question 1:	In which aspect(s) of my role do I perform well?
Answer:	[Enter your answer with relevant details to support it.]
Question 2:	In which aspect(s) of my role could I improve, and how?
Answer:	
Question 3:	What advice do you have for me to help me improve my performance?
Answer:	

Once all forms are submitted, HR should look for recurring themes across reviewers, these patterns form the basis of the development conversation.

Feedback categories
Answer the following questions on the employee's communication, leadership and teamwork skills.

Communication skills	
Question:	How effectively do I communicate with colleagues and clients?
Answer:	[Enter your answer with relevant details to support it.]
Leadership skills	
Question:	Do you think I take initiative and demonstrate problem-solving skills?
Answer:	
Teamwork capabilities	
Question:	How well do you think I collaborate with others in a team setting?
Answer:	

GUIDED DEVELOPMENT PLAN (MRS)

The **interactive development plan** below walks you through your debrief analysis, helps you identify action items, and guides you in building a personalised action plan across key competencies.

✓ **Completed:** Manager/Mentor Approval

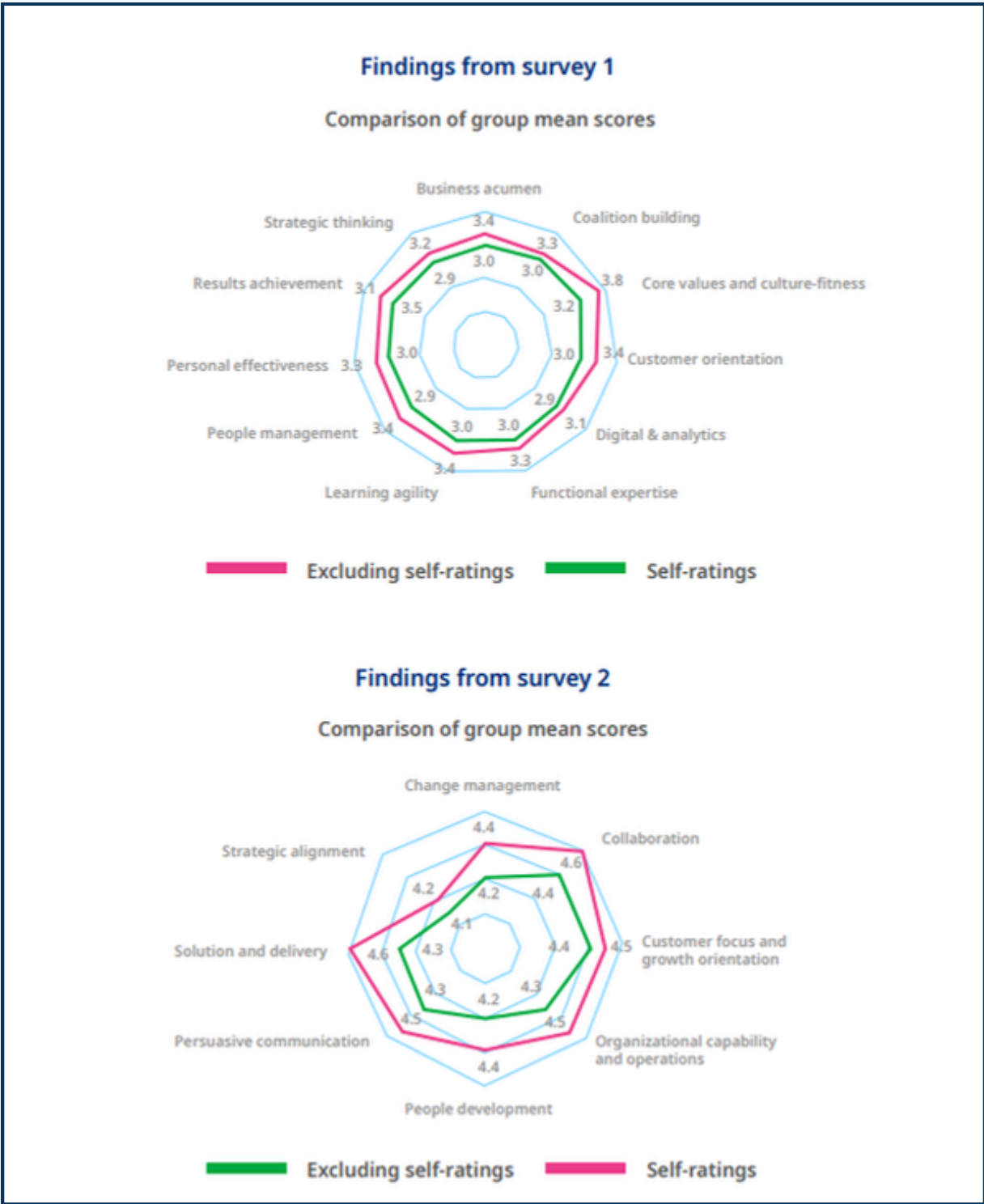
ACTION ITEMS	Myself	My Manager	My Direct Reports	My Peers
<p>Development Area: Speaking too quickly and rushing through instructions, leading to misunderstandings and miscommunication.</p>	<p>Every 2 minutes during discussions, I will pause to ask if anyone has questions or needs clarification before moving on to the next point.</p>	<p>Provide feedback on my communication in meetings, especially regarding clarity and pace. Attend at least one meeting weekly to observe my communication style.</p>	<p>Encourage them to interrupt or ask questions when they feel I'm going too fast or if something is unclear, without hesitation.</p>	<p>Let me know if I rush through points or give unclear instructions in our discussions. Give feedback on whether the pace was appropriate after key meetings.</p>
<p>Development Area: Not delegating tasks effectively, feeling like tasks are quicker and more accurate when personally handled.</p>	<p>Create a list of tasks that can be delegated to the team and assign them, providing clear instructions and deadlines. I will track the progress weekly without stepping in unless necessary.</p>	<p>Check in monthly to review the level of delegation in my tasks and offer suggestions for additional delegation opportunities.</p>	<p>Take responsibility for the tasks assigned to them and provide feedback on any areas they need additional support or training. Let me know if they feel overwhelmed or confused.</p>	<p>Encourage me to share responsibility for projects and tasks that I could delegate, reminding me when they notice I'm handling too much myself.</p>
<p>Strength: Highly regarded in coaching and mentoring, but recently has been neglected due to a busy schedule.</p>	<p>Set up regular 1-on-1 coaching sessions with direct reports, prioritizing them in my calendar. I will ensure that at least one hour per week is dedicated to coaching.</p>	<p>Support me in allocating time for coaching and mentoring by helping to manage my workload. Encourage me to prioritize these sessions.</p>	<p>Actively engage in the coaching sessions by sharing their goals and areas for development. Come prepared with questions or topics they'd like to focus on during our meetings.</p>	<p>Share feedback on the impact of coaching within the team, letting me know if they notice improvements in team performance or morale due to my mentoring efforts.</p>
<p>Development Area: Lower ratings on showing empathy towards the team.</p>	<p>Practice active listening during conversations with my team, dedicating time to understanding their concerns. I will schedule regular check-ins to discuss not just work, but also how they're feeling and what support they need.</p>	<p>Provide me with feedback on my empathy levels by observing how I interact with the team, particularly in challenging situations. Highlight areas where I can show more empathy.</p>	<p>Share openly how they feel about my level of support and empathy in one-on-one meetings. Let me know if they feel listened to and understood.</p>	<p>Help me recognize situations where I could have shown more empathy. Provide constructive feedback when they notice a lack of empathy in my interactions.</p>

Edit
Save

Continue to Action Plan Tracker

3. No Progress Check-In vs Progress Surveys

NO PROGRESS CHECK-IN (HRIS)



PROGRESS SURVEYS (MRS)

Your Leadership Development Progress (2/4)



Well Done On Your Top 3 Improvements

Question Item	Manager	Direct Report
How much have you improved in delegating smaller tasks to your team?	Significant Improvement	Significant Improvement
How much have you improved in clearly outlining task priorities and expectations for projects?	Significant Improvement	Moderate Improvement
To what extent do you feel you are better at communicating task priorities and expectations now?	Moderate Improvement	Significant Improvement

Keep on Working on these Top 3 Focus Areas

Question Item	Manager	Direct Report
How much have you improved in encouraging team brainstorming sessions?	Slight Improvement	Significant Improvement
How much have you improved in reflecting on your leadership style and seeking feedback?	Moderate Improvement	Moderate Improvement
To what extent do you feel you have identified areas for growth in your leadership approach?	Moderate Improvement	Moderate Improvement

DEVELOPING LEADERS BEFORE, DURING, AND ACROSS TRANSITION

LEADERSHIP AT EVERY LEVEL

The most expensive mistake organizations make is not investing in leadership development; the second most expensive mistake is waiting until someone is already in a leadership role before investing in their development.

HRIS systems identify strong performers. But they can't answer:

- Who is ready to lead others, not just deliver individually?
- Who holds their judgment under pressure?
- Who builds genuine trust and followership?
- Who has the capacity to scale with the organization?

BEFORE Promotion	DURING Transitions	ACROSS Cohorts & Populations
Emerging Leaders	New Managers & Senior Leaders	Leadership at Scale
Build self-awareness and leadership presence in emerging leaders before the transition, not after the stumble.	Support new managers and senior leaders through the hardest professional shifts, with insight and a clear development path.	Build a consistent leadership culture across teams, departments and geographies at scale.

AND DO YOU KNOW THE RESULT?

Reduced promotion risk, stronger succession pipelines, & leadership capability built before the crisis, not after it.



TWO SYSTEMS, ONE PURPOSE

MRS AND HRIS: COMPLEMENTARY, NOT COMPETITORS

MRS does not replace your HRIS, compete with it, or create extra admin for your HR team. It operates as a focused, time-bound experience for leaders, sitting alongside your existing infrastructure.

HRIS System of record and performance management + MRS System of reflection and leadership growth

THEY SERVE DIFFERENT PURPOSES AND REINFORCE EACH OTHER

AREA	HRIS PLATFORMS	MRS
Primary role	Workforce & performance management	Leadership development
Focus	Processes, outputs, compliance	Behaviour, influence, growth
360 feedback	Basic, survey-driven	Insight-led and interpretive
Reporting	Static, data-heavy	Guided, narrative-based
Emotional safety	Limited	High
Ongoing progress tracking	Not core	Central
Behaviour change over time	Not designed for it	Explicitly designed for it
Replaces HRIS?	N/A	No - complements it

The Real Risk

THE COST OF THE GAP

Organizations that invest only in performance management, and not in leadership development, tend to see the same patterns repeatedly.



PROMOTION RISK

High performers promoted into roles they weren't ready for, because performance data couldn't reveal leadership readiness.

DOCUMENTATION & VERIFICATION

Teams led by undertrained managers disengage quietly, and by the time it shows in the data, the damage is done.



HOLLOW PIPELINES

Succession plans that look strong on paper but fall apart under pressure, because capability was assumed, not built.

The question is not whether leadership development matters. It's whether your current systems are actually delivering it, or whether you have been assuming performance management and leadership development are the same thing.

WHERE INSIGHT BECOMES ACTION: MYMENTOR INSIGHTS

Your HRIS has no way to sit with a leader in a quiet moment and ask: *"What's really going on for you right now?"* **MyMentor's AI Live Coach** does.

Available 24/7, it gives every leader a private, judgment-free space to reflect on their feedback, work through real challenges, and build a **personalized development conversation** at their own pace.

- ➔ **Always-On Conversational Coach:** Leaders can open a coaching session any time, before a difficult conversation, after receiving feedback, or when navigating a leadership challenge. No scheduling. No waiting.
- ➔ **Contextualised to Their Feedback:** MyMentor draws on the leader's 360 results and development plan, so every conversation is grounded in their specific data, not generic advice.
- ➔ **Session Summary & PDF Export:** At the end of any session, leaders can request a full summary of the coaching conversation and download it as a PDF, creating a personal record of their reflections and commitments.

HOW IT WORKS - IN THREE SIMPLE STEPS

Your HRIS has no way to sit with a leader in a quiet moment and ask: "What's really going on for you right now?" MyMentor's AI Live Coach does.

**01**

Open MyMentor and start chatting. Ask questions, explore your feedback, and talk through a challenge. The AI coach guides you with thoughtful, development-focused responses.

02

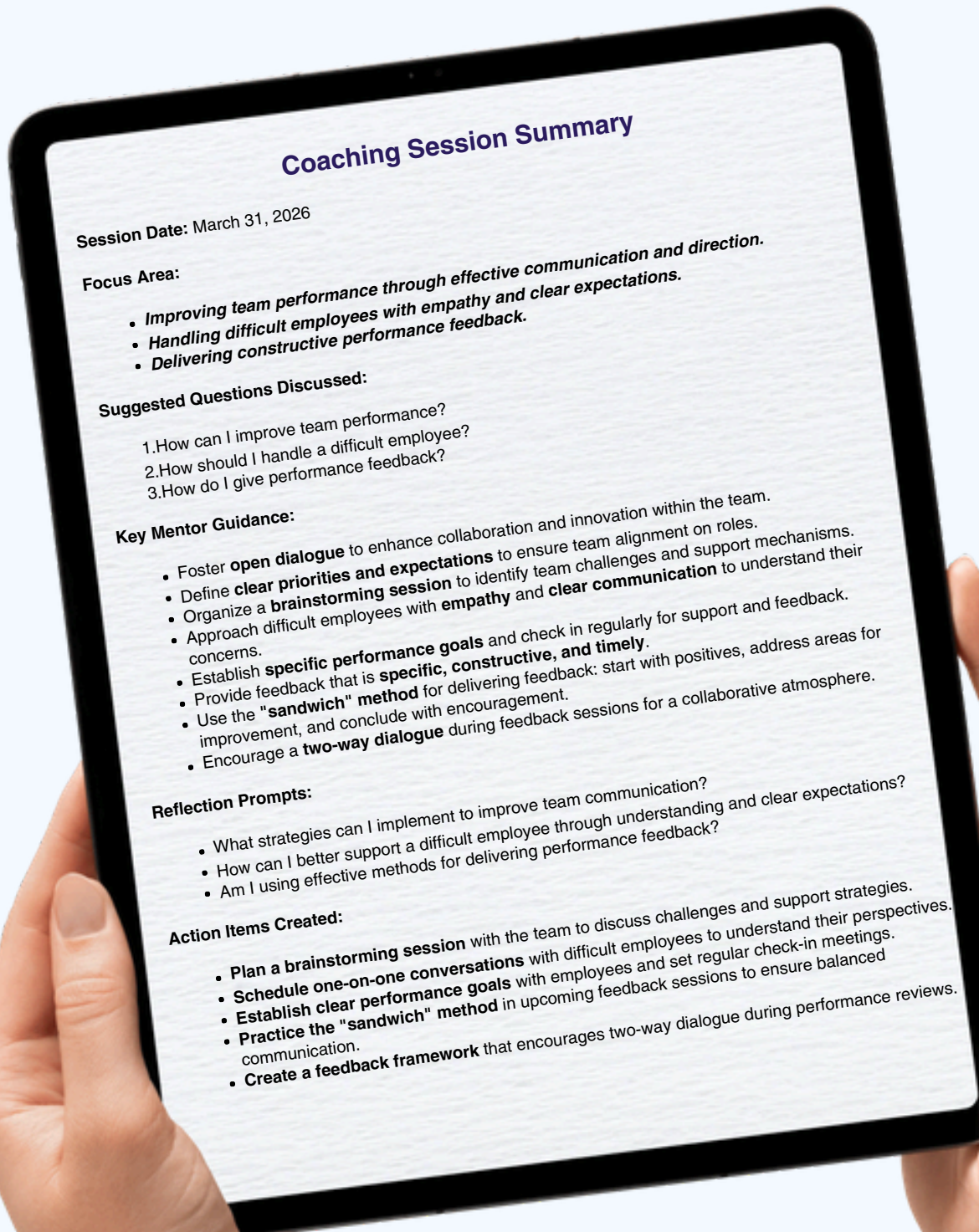
When you are ready to wrap up, simply type: "Could I please get a session summary of our conversation"

03

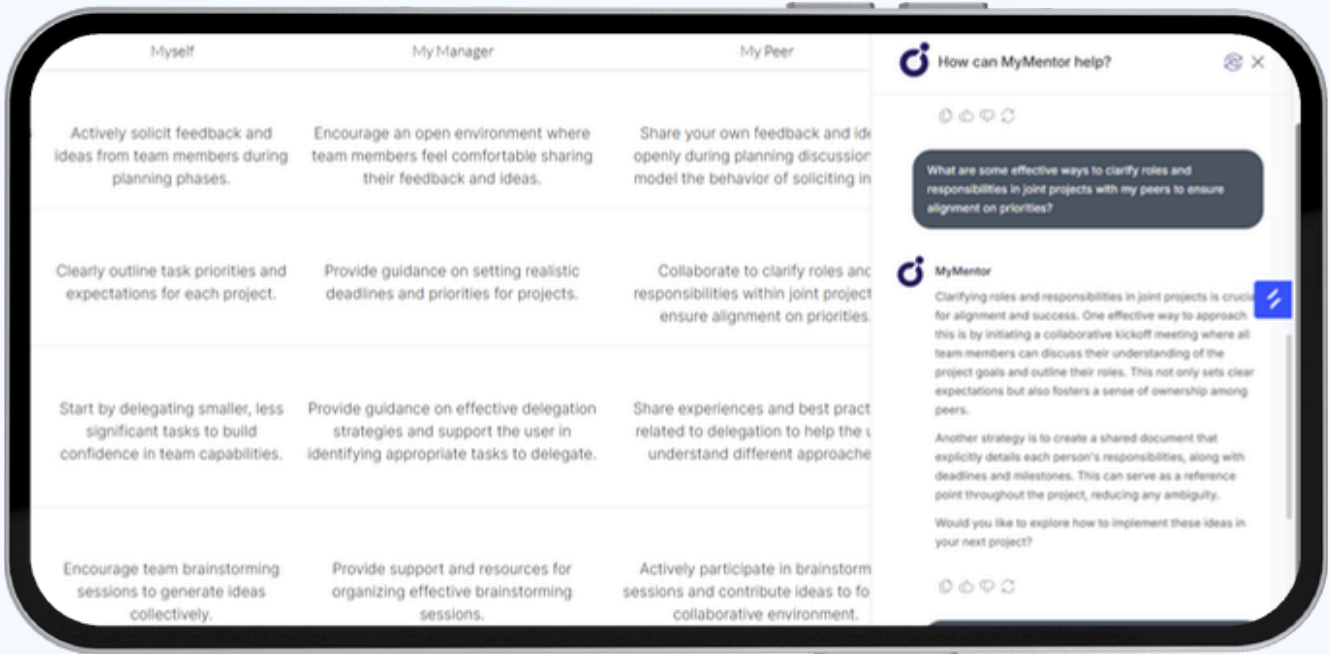
Then request a portable record: "Could I please have the summary in a PDF format?"

“ HRIS tracks what leaders do. **MyMentor Insights** helps them understand who they are becoming ”

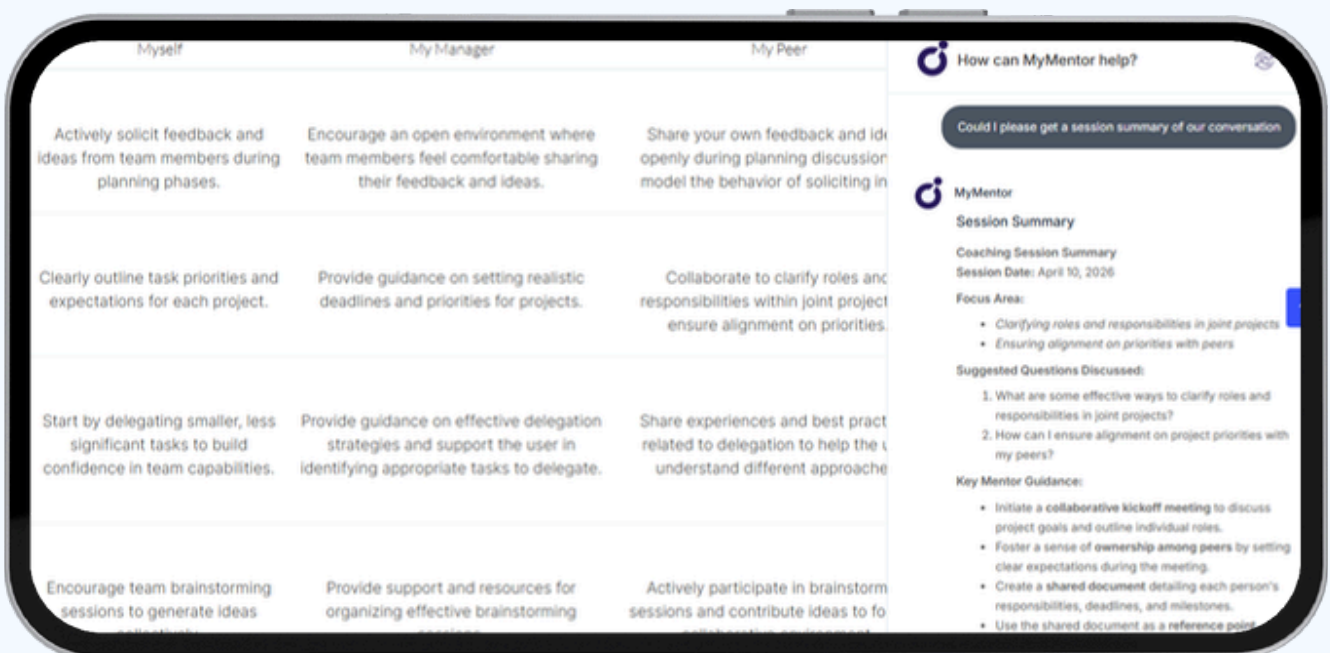
This is an example of an **automatically generated coaching session summary**, capturing every reflection, insight, and action item in one clean, exportable PDF.



This is an example of a leader's **personalized action plan** displayed alongside the MyMentor AI coach, where real-time guidance is contextualized directly to their 360 feedback results.



This is an example of a leader **requesting their session summary directly within MyMentor**, with the AI coach instantly generating and offering a downloadable PDF of the full conversation.



READY TO CLOSE THE LEADERSHIP GAP?

Build the Leaders Your Organization Actually Needs

MRS sits alongside your HRIS to address the leadership gap that performance systems cannot. No platform fatigue. No system replacement. Just leadership growth.

See MRS in Action

Watch how MRS works alongside your existing HRIS in a live, personalised demo.

BOOK A DEMO 

Talk to a Specialist

Not sure where to start? Get tailored advice for your organization's specific leadership needs.

SCHEDULE A CALL 

