



# The only Workday *Innovation* Partner you will ever need.

50+

Customers

1,000,000+

Workers using our apps

100+

Countries

## FIVE PRODUCTS ON THE WORKDAY MARKETPLACE

### 360 Feedback

Multi-rater feedback cycles run end to end inside Workday.



### AI Goals Management

AI-assisted goal drafting, alignment and review in Workday.



### CLEAN, Data Quality for Workday

Finds, reports and corrects data quality issues across your tenant.



### Continuous Education Tracker

Tracks certifications, credits and renewal deadlines per worker.



### Security Plus

Governed role assignments, access reviews & audit evidence. Assign. Review. Approve.



# 360 Feedback in Workday

## Architecture

- Native Workday end-to-end 360 in Workday
- Single login, inherits Workday security model
- All data in Workday objects, multi-language & mobile
- Configurable labels, help texts & translations

## Anonymity & Confidentiality

- 3 modes: Always / Never / Assessment-Based
- Group-level response suppression (threshold-based)
- Admins can view details of anonymous responses
- Custom Data Privacy Notice in help text

## 360 Survey

- Configurable templates, multi question types & sections
- Multi-group rater pools: peers, DRs, managers + custom
- Rules-based auto-assignment; admin-set min/max
- Post-launch edits, reminders & deadline extension

## Reporting & Analytics

- Individual report: scores, themes, verbatim comments
- Aggregate/org report: distributions & cross-group
- Real-time campaign progress dashboard
- Custom reports via native Workday reporting

## AI Features

- Comment summarization at question, section & survey level
- Configurable AI writing suggestions
- AI supported development items after 360 Feedback
- Native Customer LLM integration

## Administration

- BPs & security domains configured like native Workday
- Config dashboard: AI, labels, translations, surveys
- Multiple admin domains & no-code app customization
- Custom reports via Workday data sources

## FUTURE Roadmap

✓ Tenant-specific benchmarking

✓ Agentic experience for 360 Feedback users

✓ AI suggestion of Learning post 360 cycle

...and you can help us build the future!



This app is reviewed and approved by Workday experts, confirming compliance with Workday standards, alignment with the product roadmap, and the Incubane's ability to support the app.

# Proven at enterprise scale and trusted by customers globally

25+

360 product customers

~500,000

Workers in scope

100+

Countries

~100K

Employees at our largest customer

**CUSTOMER STORIES** Learn about how our customers use 360 Feedback in different ways to achieve various business outcomes:

## **A global industrial manufacturing group**

With over 40K employees they use the 360 process for leadership development and talent reviews. HR runs structured 360 cycles for people leaders and key roles, with a standard competency model and role-based rater selection (manager, peers, direct reports). Results are captured in Workday, shared in manager and HRBP conversations, and used as input for individual development plans and follow-up coaching actions.

## **A large professional services firm (audit, tax, consulting)**

Uses 360 feedback to strengthen coaching culture and support promotion readiness. They run recurring review cycles with clear templates, focusing on leadership behaviors and collaboration. Participants receive a consolidated Workday report that is used in performance discussions and career conversations. HR also uses aggregated insights to spot capability gaps across teams and adjust programs.

## **A global automotive software and engineering company**

Runs 360 feedback for engineering leaders and project managers to improve leadership, cross-team collaboration, and delivery behavior. They use configurable questionnaires aligned to their leadership principles, with flexible rater groups across projects (not only line org). Insights are stored in Workday to ensure confidentiality, consistent access controls, and easy linking to development activities.



Featured on the Workday Marketplace



Main stage at Workday DevCon 2026

# Rapid standardized deployment via Built on Workday

The timeline depends on the complexity of your requirements. Have a look at our implementation calculator and see how long it would take in seconds!

**Implementation** typically 12–16 weeks

Go Live

## Plan 2 weeks

- Access to tenants and Dev Portal
- Detailed Project Plan and RACI agreement
- Kick-off with stakeholders

## Configure 5–7 weeks

- Deploy to 1 implementation tenant
- Configuration sessions (6–10 hours)
- Implement security setup, templates & BPs
- Setup LLM integration & prompt adjustments

## Test & Deploy 5–7 weeks

- End to end testing
- User acceptance testing
- Cutover plan sign-off
- Deploy to Sandbox & Production

## Hypercare 2–4 weeks

- Dedicated support to resolve issues quickly
- Manager & HR feedback loop for quick fixes

## Life after go-live

### Ongoing

- Release notes, opt-in and mandatory updates
- JIRA ticketing for 3rd level support

### Support Model Platinum Optional

- Regression testing for every Workday release
- 40 hours of support per quarter
- Quarterly strategic meetings
- Named support contact

### Roadmap Ongoing

- Customers influence feature priorities
- Regular feature updates in the license
- Yearly customer focus groups

# 360 Feedback vs competitor products

| MAIN FEATURE COMPARISON                      | Core Workday      | External 360 Feedback | Incubane 360 Feedback |
|----------------------------------------------|-------------------|-----------------------|-----------------------|
| Multi source reviewers & configurable groups | —                 | ✓                     | ✓                     |
| Anonymity and aggregated results             | —                 | ✓                     | ✓                     |
| Configurable question templates              | ✓                 | ◐                     | ✓                     |
| Custom configurable 360 business process     | —                 | ◐                     | ✓                     |
| Individual, ad-hoc and mass launch           | —                 | ◐                     | ✓                     |
| Automated reminders                          | —                 | ✓                     | ✓                     |
| AI-generated summaries and insights          | ◐                 | ◐                     | ✓                     |
| Fully configurable                           | —                 | ◐                     | ✓                     |
| Integration effort                           | None              | High                  | None                  |
| Data model and data quality                  | Native            | Synced                | Native                |
| Security and compliance                      | Workday model     | Separate              | Workday model         |
| Access control                               | Workday roles     | Rebuilt               | Workday roles         |
| Reporting and analytics                      | Workday reporting | Separate              | Workday reporting     |
| Cost and admin overhead                      | Low               | License + admin       | Low                   |



See 360 Feedback on the Workday Marketplace

[View on the Workday Marketplace](#)