



PRODUCT OVERVIEW

Performance & Talent

People first performance
management software





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Introduction

Empower your people to set and track short term goals, give and receive real-time feedback, and have meaningful performance conversations.

Give HR, leaders and managers the visibility and tools they need to support your workforce and impact performance, and start saying yes to engaged and happy employees.





Aligning your workforce

Now, more than ever, it is important to align your people to the same organisational objectives and deliverables. You can achieve this by enabling frequent performance conversations between managers and their team, and through the setting and tracking of goals that link back to organisational objectives. So whether they are in the office or working remotely, all your people have clarity on what is expected of them, and the support to achieve this.

“We wanted to do away with individual scorecards, instead focusing on team goals that would foster a culture of teamwork and continual improvement.”

Francis Lake, Head of Organisational Development, Virgin Money.





Why choose Performance & Talent?



Ease of use

Our customers love how easy and self-explanatory the platform is, meaning the initial training needed is minimal, and people are more likely to engage with it regularly.



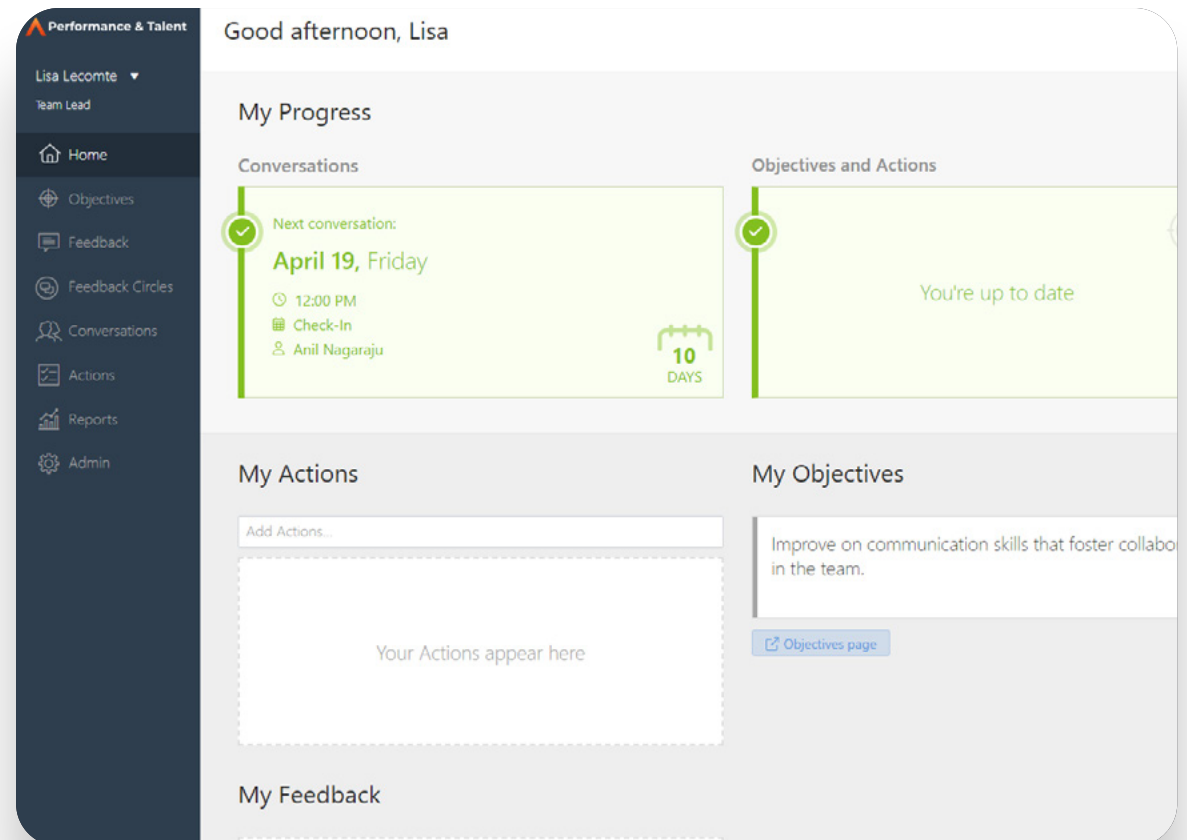
Better visibility

Performance & Talent allows managers and HR teams to track performance and engagement, meaning they can act quickly if they see a decline.



A full and fair view of performance

The platform stores information gathered throughout the year, such as set goals, performance meetings and co-worker feedback, meaning performance evaluations are based on a full and fair view of the year.





Features and benefits

Real-time feedback

The feedback tool in Performance & Talent allows every member of staff to give feedback to all other members of the organisation. This means employees can give feedback to managers and team leaders, and can receive feedback from a range of co-workers, this is a great way for people to get a shout out for a job well done, or gain some insight on what they could improve on moving forward.

One to one conversations

We'd suggest that all managers have a one on one conversation with their team members around once a month. This can be more or less frequent depending on how much support the employee needs, but even the most senior members of staff should have regular conversations to ensure they are aligned and coping with workloads. Within these conversations goals can be set and tracked, development plans discussed, and any blockers or concerns addressed.

Feedback voice notes

Using our voice notes function makes leaving feedback much easier and faster. Simply record your message, and Performance & Talent can integrate it into the system. This feature is particularly handy for capturing immediate feedback from both mobile and desk-free workers.

The screenshot shows the 'Give Feedback' interface within the 'Performance & Talent' system. On the left is a dark sidebar with a navigation menu including: Home, Objectives, Feedback (highlighted), Feedback Circles, Conversations, Actions, Reports, and Admin. The main content area is titled 'Give Feedback' and features a light blue informational banner at the top stating: 'Private messaging via Facebook Messenger is one of the main ways that people interact on Facebook. This type of direct messaging is instant and regular messaging, there is a 20,000 character limit.' Below the banner, the form asks 'Who is this for?' with a search bar 'Search for anyone in the Org'. There is a checkbox for 'Give anonymously'. The main section is titled 'What was done well?' with a text area and a tip: 'Tip: Include how the person's actions helped you'. Below the text area are buttons for 'Add voice note', 'Draft with AI', and another 'Add voice note' button. At the bottom, there is a section 'Which Value is this feedback related to?' with a dropdown menu.



AI assisted feedback

Giving feedback can be challenging, especially with language barriers or dyslexia. If you're finding it hard to express your thoughts, our AI-assisted feedback tool can help. Employees can jot down their initial thoughts, complete with spelling errors and raw ideas. Then by clicking the 'Draft with AI' button, the tool rephrases the feedback, maintaining its personal touch while ensuring clarity and correct spelling.

External feedback link

Many employees collaborate with individuals outside their company. To gain a comprehensive view of your performance, feedback from these external partners is invaluable. Performance & Talent now enables the collection of such external feedback. Simply share your personal feedback link and it will populate the feedback into your profile on Performance & Talent.

Agile goal setting

Setting annual objectives is outdated and pointless. Very few people can stay focused and engaged with objectives for a full 12 months, and most of the time these will become forgotten about or even become irrelevant.

By setting goals that can be achieved in weeks or even days, employees have something more tangible to work towards, and are much more likely to be focused and engaged. Plus it feels good to check off goals as complete and move onto something new.

"Setting nearer-term objectives that could be regularly reviewed and updated suited the more agile world we were working in. This provided structure and motivation to employees who were getting used to working remotely"

Jude Holt, Senior HR Business Partner and Talent Lead AG Barr



Performance Snapshots

Giving employees a 1-5 rating once a year really does very little for performance, but we understand you still want a way of assessing the performance levels of employees in your organisation to reward your top employees and look at where you can improve. To do this you can use Performance Snapshots.

Performance Snapshots give an overview of employee performance, created by managers answering a set of questions that yield fact based answers using the information gathered on Performance & Talent, rather than answers based on feeling / opinions.

“Performance Snapshots allow a formal and consistent process, at time frames deemed as appropriate by the individual’s leaders. These snapshots assess and identify team members who are ready and able to progress from their current positions, through structured and focused exploratory questions, and resulting discussions in line with our vision, mission and values”

Jamie Allam, CEO, Amthal Fire & Security





Employee engagement and well-being

It's important to keep track of your employee engagement and well-being, how your employees are feeling has a direct impact on productivity, and of course we know you want your people to be happy in their work lives.

The Performance & Talent platform allows organisations to send out internal surveys, which can be tailored to ask well-being and engagement monitoring questions.

Responses can be seen as soon as they are given, allowing leaders and HR to view the results and start to take action if anything seems troubling.

You can also use the My Mindspace add-on, which is our scientifically backed in platform engagement tracker.

The tool allows all employees to fill out engagement surveys every few weeks anonymously. This way HR and leaders get a view of how people in their organisation are really feeling, track any trends for drops in engagement across the company, and see if steps they are taking to improve engagement are working.

Suggestion Box, Discover your employees' voices

Provide a safe place for your employees to voice ideas, suggestions or concerns, and gain visibility into how employees are experiencing your organisation.

By having a suggestion box that HR and leaders can view in real time you can:

- ✓ Gain visibility into your employees' experience by hearing their ideas, suggestions or concerns.
- ✓ Allow your employees to express themselves anonymously. This can be helpful for those times when employees would rather raise a suggestion or concern in confidence, giving them the space to be honest about their thoughts and ideas.
- ✓ Get real-time insights so changes can be made quickly and issues can be resolved as soon as possible.

SSO and Integrations

Performance & Talent integrates with key business platforms to increase adoption and decrease the need for IT support

- Performance & Talent is integrated with Microsoft Outlook to make arranging and amending meetings easier.
- Performance & Talent supports Single Sign-On (SSO) using SAML 2.0.
We support Microsoft Azure Active Directory, Okta and OneLogin, G Suite and Oracle as identity providers
- Currently we support secure automated FTPS HRIS data integrations
- We integrate with email and calendar clients by pushing emails and calendar invitations

“By making tasks as easy to carry out as possible, we can ensure great continuous performance management is as much a part of a person’s work day as checking emails, or taking notes in a meeting, easy tasks they don’t even need to think about.”

Hamzah Hafesji, Senior Product Manager, Performance & Talent.





Multi-lingual

Performance & Talent is built in a way which makes it effortless to add the languages that your organisation needs, making the platform accessible to more people.

We have built Performance & Talent to be able to quickly add any additional languages at request.

These languages are available out of the box:

- | | |
|--------------|--------------|
| ✓ English | ✓ French |
| ✓ Spanish | ✓ Portuguese |
| ✓ Danish | ✓ Italian |
| ✓ German | ✓ Chinese |
| ✓ Vietnamese | ✓ Dutch |

Configurability

The right language allows you to ensure that you reflect your culture in Performance & Talent

You have the option to change 52 terms on the system so if you call objectives priorities or check-ins coffee-meets then you have all the flexibility to change that.

As an admin, you have the choice to change the colours, language and configuration of the system to match your culture. You will be supported by our team to make sure that you reflect your identity in your performance management software.



Powering the world of work

Hopefully this was a helpful insight into what Performance & Talent performance management software can do for your business, and how we can help you enrich your people experience and boost productivity. Don't just take our word for it, to see Performance & Talent for yourself, book a demo today, and start saying yes to an ocean of engaged employees.

Get in touch



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