



PRODUCT SPOTLIGHT

Performance & Talent

Performance management software

At OneAdvanced, we believe in the power of continuous performance management for driving organisational success. That's why we're proud to offer Performance & Talent as part of our people management portfolio.

Performance & Talent transforms the traditional employee appraisal and development process, moving beyond the limitations of annual reviews. Our framework promotes a meaningful, agile, and holistic approach to performance management, perfectly suited for the logistics environment.

We believe that a truly effective appraisal process is key to fostering strong relationships within logistics companies. It provides a platform for open communication, where employees can review and share their feedback with colleagues and management.

"We continue to deliver some great numbers year-on-year. The most noticeable difference is in attitude..."

Warehouse Manager, AG Barr

Understanding the common criticisms of appraisals, we focus on creating a positive experience through goal setting and development opportunities. Our approach emphasises growth and improvement, ensuring that reviews are a tool for motivation and progress rather than a punitive measure.







Alignment to goals

Now, more than ever, aligning your team with organisational objectives and deliverables is crucial. Achieve this by facilitating regular performance conversations between managers and their teams, and by setting and tracking goals that directly connect to organisational targets. Whether your employees are desk-free, on the road, or based in warehouses, they will have a clear understanding of expectations and the support needed to meet them with Performance & Talent.

Encouraging employee engagement

Tracking the performance and well-being of employees is often complicated in the logistics sector, especially with varying shifts and locations. Fostering purposeful conversations between employees and their managers is at the heart of our software. Enabling these conversations through Performance & Talent will drive engagement and embed your organisational culture and values in the workplace, wherever it may be.

KEY FEATURES

-  Real-time Feedback
-  One-to-One Conversations
-  Agile Goal Setting
-  Performance Snapshots
-  Employee Engagement
-  Suggestion Box

Employees are **3.2 times** more likely to be motivated when they receive continuous feedback.


oneAdvanced

Powering the world of work

At OneAdvanced we take pride in powering the world of work – pushing us and our customers forward, serving the most critical sectors in society, and being driven by customer need to get their jobs done. Our great software powers our ability to deliver upon our mission enabling our customers to thrive for their customers, people, and communities.

From classrooms to courtrooms, GP surgeries to care homes, distribution centres to retail stores – we are powering the world of work – having a positive impact on the lives of millions of people every day.

[Get in touch](#)

 +44(0) 330 343 4000

 www.oneadvanced.com

 hello@oneadvanced.com