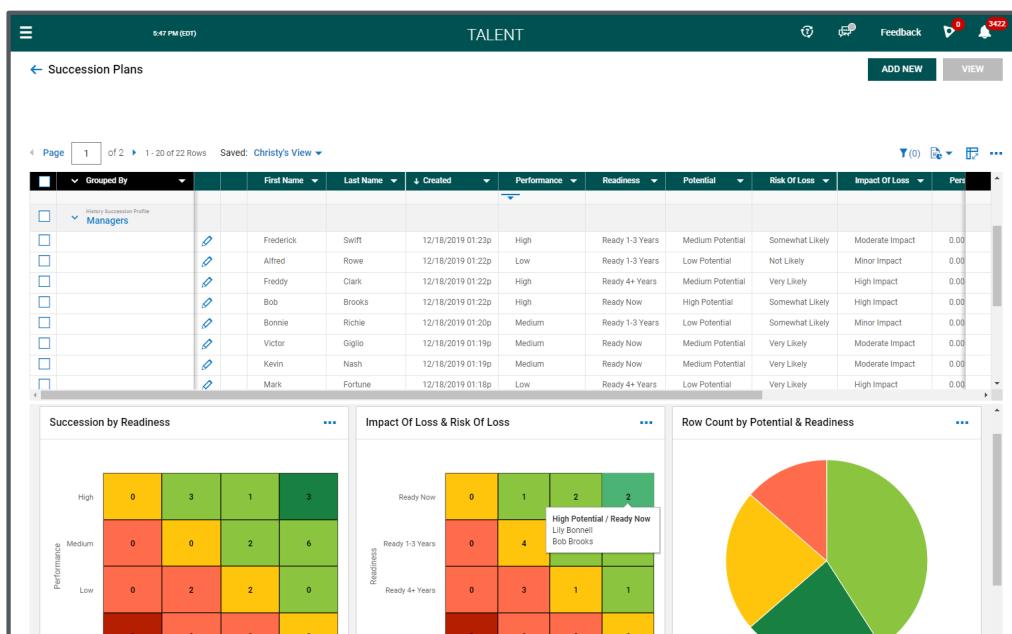


Performance

Elevate your organization's performance and grow your teams with clear, measurable goals.

Performance eliminates confusing paper-based forms, streamlines processes, and helps you gain insights into employee performance and development — so you can support data-driven performance and succession strategies that identify, nurture, and develop top talent.



The screenshot displays the DSD Business Systems Talent module. At the top, there is a navigation bar with 'Page 1 of 2', 'Saved: Christy's View', 'ADD NEW', and 'VIEW' buttons. The main table lists employees grouped by 'Managers'. The columns include First Name, Last Name, Created, Performance, Readiness, Potential, Risk Of Loss, Impact Of Loss, and Pers. Below the table are three analytical charts: 'Succession by Readiness' (a 4x4 grid with counts 0, 3, 1, 3; 0, 0, 2, 6; 0, 2, 0, 0; 3, 0, 0, 0), 'Impact Of Loss & Risk Of Loss' (a 4x4 grid with counts 0, 1, 2, 2; 0, 4, 0, 0; 0, 3, 1, 1; 3, 0, 0, 0), and 'Row Count by Potential & Readiness' (a pie chart showing proportions for Ready Now, Ready 1-3 Years, Ready 4+ Years, and N/A).



Automated processes

Easily create and assign performance reviews, goals, and feedback forms. And leverage flexible workflows to automate notifications, reminders, approvals, and more to keep your performance reviews and feedback requests moving forward.



Greater insights

Leverage dynamic reports and analytics to gain greater insights into performance, goal progress, and skills gaps. Better inform performance and succession decisions with comprehensive workforce data and leverage tools to help ensure that reviews are fair and consistent.



Engaging employee experience

Provide a best-in-class employee experience by enabling employees and managers to view and complete reviews, track goal progress, request and provide feedback, and more — at any time and from any device.

Key benefits

For HR professionals

- Increase engagement by providing ongoing feedback and career development opportunities
- Improve efficiency by eliminating paper-based or manual performance and succession processes
- Reduce the risk of missing or inconsistent performance documentation
- Improve retention by better aligning employee goals with your organization's objectives

Gain actionable insights into performance, goal progress, and skills gaps

Ensure fairness by providing comprehensive analytics to better inform performance reviews

Increase the efficiency and effectiveness of succession planning

Key features of Performance

- Custom performance reviews, ratings, and feedback forms
- Goal, competency, and core value libraries
- Peer and continuous feedback
- Focal, annual, and 30/60/90-day reviews
- Unlimited nine-box matrices, succession slates, and talent pools
- Gap analysis and scenario planning
- Flexible workflows and approvals
- Multiple manager reviews
- Visual drag-and-drop tools
- Real-time reporting and analytics

