



# Performance Management

## Optimize Your Workforce and Empower Employees

Performance management and appraisals are a detailed process that companies use to improve organizational effectiveness. By managing for performance, employees and managers can ensure that they achieve goals, deliver ongoing feedback, align with corporate strategy and address skill gaps.

Employee performance evaluations are a critical component in building a sustainable business. Every organization has its own approach to performance management. Some companies implement basic employee performance programs and measure values, while other organizations engage in more robust programs that include the evaluation of behaviors, corporate objectives, role-based competencies and development goals. The challenge is finding a software solution that can accommodate the variations needed for a company's performance management process.

TalentGuard's Performance Management software offers the most robust, configurable and easy-to-use solution available providing appraisal conversations, reward decisions, and employee development planning. Our solution gives you the tools to enable consistent, continuous feedback to employees on their overall performance.

**“TalentGuard's Performance Management software is configurable and easy-to-use. They always worked out a solution for our needs with a very fast response and executed it flawlessly!”**

--Rob Maddalena - HR Director, Sophos

### **Better Business Results**

With Performance Management by TalentGuard, organizations can integrate people and performance processes to achieve higher levels of productivity and accountability. Immediate feedback empowers people to make decisions and be proactive in daily decision making while building a platform for long-term growth.

### **Increase Employee Engagement**

Performance management enables HR to set clear job expectations and build understanding and accountability into an employee's role and individual goals. Managers are able to consistently monitor progress and provide feedback on job-based competencies, skills, objectives and developmental career plans.

### **Fact-based Merit Initiatives**

By collecting the right performance data, the Performance Management solution can foster excellence in rewarding individual and group contributions, including performance that supports your company's values and business goals. Managers are able to recommend annual merit salary increases for employees based on performance and contributions.

# Comprehensive Features

Performance Management from TalentGuard is the most comprehensive review tool available today. The software can be used standalone or integrated into your HRIS system. Below are some of the features offered in our software:



## **Competency Library**

Use the free general competency library provided with our software or import your custom competency framework. Performance Management also includes access to a comprehensive library of functional competency-based job role profiles.

## **Assessment Design**

Configure assessments based on general or job role competencies. You can choose to have no ratings or include numerical, descriptive or color rating scales. The software offers unlimited questions and comment boxes.

## **Performance Objectives and Cascading Goals**

Create and monitor specific objectives at the corporate, department, team and individual levels.

## **Career Journaling and Social Feedback**

Employees, managers and other stakeholders can journal and provide feedback throughout the entire year about performance and projects.

## **Development Planning**

Manage career development activities in a centralized location, putting performance management at the heart of the appraisal process.

## **Administrative Dashboards, Workflow and Reporting**

Access a host of dashboards and reports to assess how your organization is performing against business goals. You can also eliminate the administrative burden of managing programs with comprehensive workflow options.

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## **About TalentGuard, Inc.**

TalentGuard offers predictive people development solutions that increase employee engagement and retention. Our competency-based talent management software suite integrates the vital human resource areas including performance management, career pathing, succession planning, 360 feedback, applicant tracking, learning management, development planning and coaching - all of which contribute to the creation of a high-performance culture.