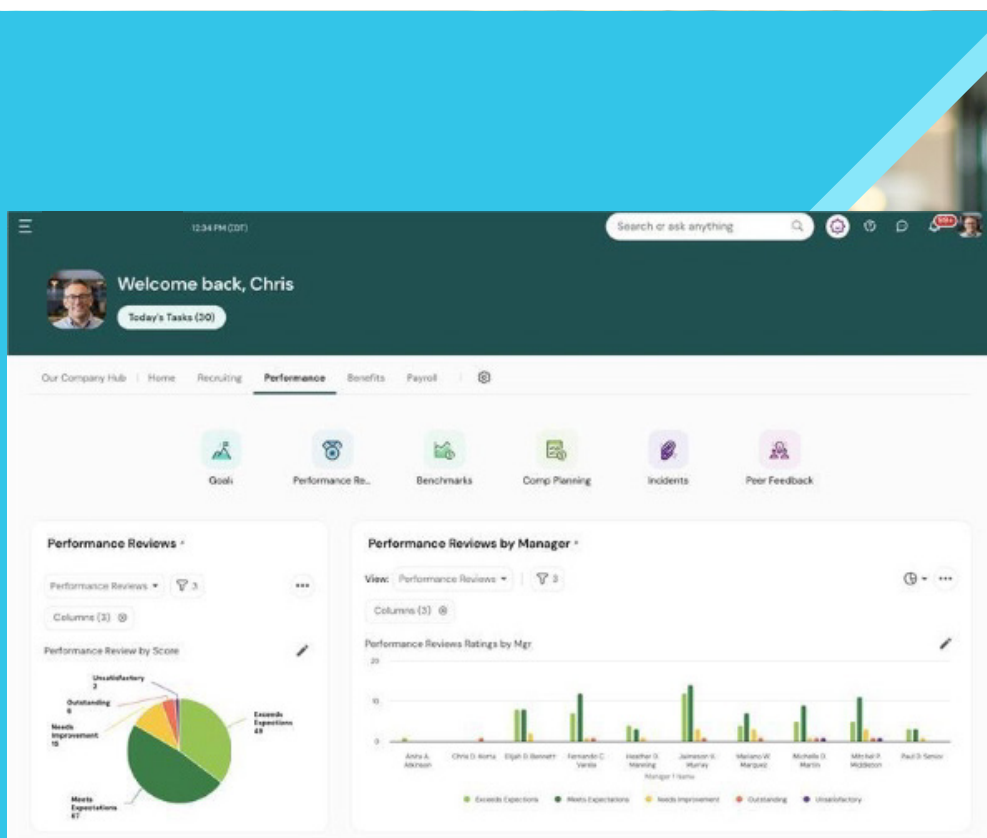


Performance

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.



Keep Performance Moving Forward

Easily create and assign reviews, goals, and feedback with ease. Automate workflows, notifications, and approvals to keep performance moving forward.

Insights that drive performance

Unlock insights into performance, goal progress, and skill gaps. Use comprehensive data to drive smarter decisions and ensure fair, consistent reviews.

Drive performance with a better experience

Deliver a best-in-class experience — empowering employees and managers to complete reviews, track goals, and give feedback anytime, anywhere.

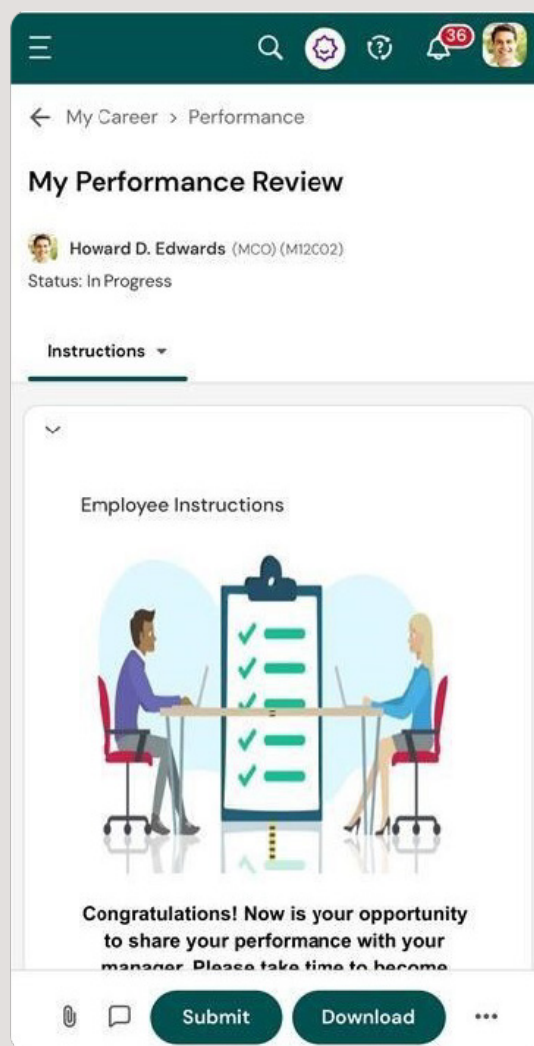
Benefits

For HR professionals

- Foster engagement with continuous feedback and meaningful career development opportunities
- Simplify performance and succession processes by moving beyond manual, paper-based work
- Minimize risk with consistent, well-documented performance insights
- Strengthen retention by aligning employee goals with organizational priorities
- Unlock actionable insights into performance, goal progress, and evolving skill gaps
- Promote fairness with data-driven insights that support more informed performance reviews
- Enhance succession planning with greater efficiency and impact

Features

- 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



Compensation

Streamline compensation planning and recognize your people with meaningful rewards

Eliminate cumbersome spreadsheets and the manual processes that come with compensation planning. From defining programs and guidelines to budgeting, modeling, and routing proposals for approvals, Compensation streamlines the entire compensation planning process, while keeping your data safe.



Automate processes

Easily create and assign compensation planning worksheets to managers and approvers. Use flexible workflows to automate notifications, reminders, and approvals, and keep compensation planning moving forward.

Improve governance

Reduce the risk of budget overspend and ensure compensation decisions sync with your guidelines by using flexible merit matrices, eligibility rules, budgets, and planning worksheets.

Reliable insights

Gain better visibility into compensation planning and ensure the right rewards are going to the right people through helpful analytics, comprehensive workforce data, and employee performance trends.

Benefits

For HR Professionals

- Increase engagement by ensuring the right rewards are going to the right people
- Improve efficiency by eliminating cumbersome spreadsheets and manual approval processes
- Protect and safeguard confidential information
- Improve retention by better syncing compensation with performance
- Gain better visibility into compensation trends and budget spend
- Increase transparency and fairness of compensation
- Optimize your compensation budget to support the objectives of your organization

Features

- Real-time budget roll-ups and modeling
- Custom pay grades and steps
- Flexible eligibility rules, budgets, and workflows
- Focal, non-focal, and off-cycle planning
- Merit matrices linked to performance
- Simple, user-friendly planning worksheets
- Customizable instructions with embedded videos
- Multi-currency support