

# PeopleFluent Performance



## Improve Performance to Drive Business Results

Performance allows organizations to improve ongoing business results by aligning people and business performance continuously and rewarding results.

Performance is the central component of the PeopleFluent Integrated Talent Management Suite, providing organizations with multi-dimensional views of employees' performance. The product additionally serves as a means to collect a vast array of rich talent data that informs other talent processes from compensation (pay-for-performance) to succession and recruiting (internal mobility).

### PeopleFluent Performance highly configurable capabilities include:

**Organizational Performance Alignment:** Aligning corporate goals and rewards with individuals, teams and departments.

**Conduct Multi-Dimensional Reviews:** Design formal review cycle processes that reflect your organization's performance including goal attainment, development actions, competency and skill proficiency, and certification requirements.

**Continuous Feedback:** Providing ongoing feedback through journaling, peer feedback and recognition capabilities that improve overall engagement and retention.

**Management Support:** Coaching topics and contextual analytics help managers to become more effective.

**Performance Calibration:** Evaluate talent across teams and on multiple dimensions to ensure consistency in performance and succession-related decisions.

## Key Benefits

- Optimize goal setting and alignment with corporate goals as business priorities to individuals, teams, divisions or your organization goals
- Configure performance appraisal screens to match the overall design of your organization's performance management process
- Repurpose all the elements of your performance forms or configure new assessment forms, measures and rating scales
- Access actionable, real-time appraisal data and analytics to drive empowered performance decision-making
- Configure beyond the standard "9-box" grid when measuring performance and potential



## Key Features

### Talent Profiles

Includes performance review summaries, job competencies, work history, career interests, language skills, compensation, and more

### Goal Setting and Alignment

Align corporate goals to individuals, teams, departments, etc.

### Performance Appraisal

Configurable workflow steps, owners, form fields, text labels and rating scales include a template library

### Multi-Rater/360 Assessment

All appraisal elements may be reused for either multi-rater, 360°, or ad-hoc assessment year round

### Competency Management

Import third-party content (e.g., DDI, Lominger) or your own competencies libraries; associate prescriptive development targeted at specific competencies

### Continuous Feedback

Continuous informal feedback can be 'docked in' to performance reviews through journaling, peer feedback and recognition capabilities; the PeopleFluent mobile application promotes anytime, anywhere team feedback capture

### Career Development Actions

Career map visualizations provide compelling personalized recommendations and access to job profiles

**For more information on Performance visit us at:**

**[www.peoplefluent.com](http://www.peoplefluent.com) or call us directly at 1-877-879-8807.**

## About PeopleFluent

PeopleFluent, the leading total workforce HCM technology company, redefines Talent Management with an innovative Talent Engagement Cloud that is built around people and not HR processes. PeopleFluent has worked with over 5,100 organizations in 214 countries and territories to engage employees to drive better business results. Today, 80% of the Fortune 100 relies on PeopleFluent as part of their talent management delivery strategy, helping them successfully achieve their talent aspirations.

