



Employee-Driven Goal Setting

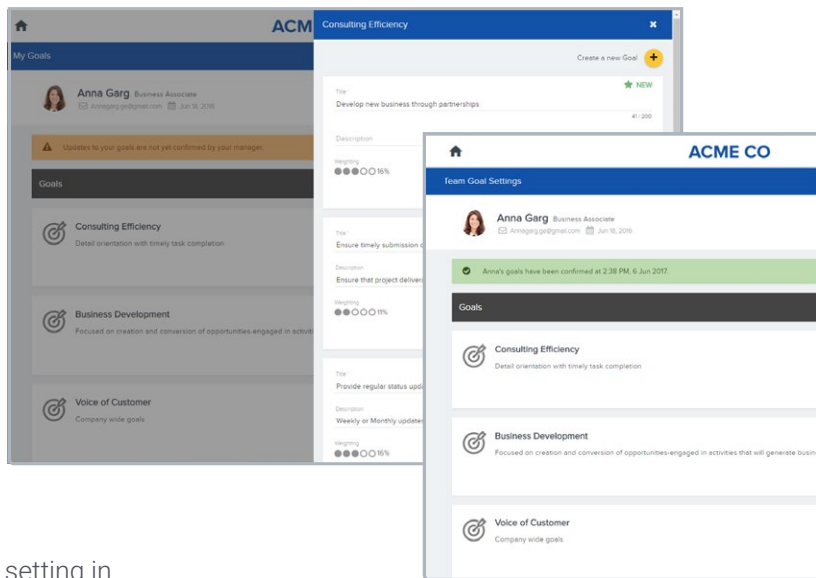
Goals are powerful motivators for employees-and even more powerful when set by the employee.

PiiQ by Cornerstone empowers organizations to transform performance management from a mundane process to a motivating exercise through employee-driven goal setting. Employee goal setting has proven to be a powerful tool for empowering employees; employees have a stronger sense of ownership and uphold themselves to a higher level of accountability towards achieving the goals they actively set themselves, in partnership with their managers.

Align Individual Goals with Company Objectives

Employee goal setting also demonstrates that management prioritizes each contributor's success, transforming the conversation from top-down assignments to mutually agreed upon goals that are aligned with the company's strategic priorities. Goals set by employees ensure that no matter what level employees are at, they are able to articulate exactly how their efforts tie into the broader company objectives. Similar to leveraging monetary incentives, goals help to increase motivation and focus attention where it really matters.

A strong foundation for meaningful performance reviews starts with collaborative, continuous goal setting.



Goal Setting Best Practices

According to Dr. Locke and Dr. Latham, pioneers of goal setting in the workplace, goals must incorporate the five following principles to achieve success.

By adopting an employee-driven goal setting process which is rooted in mutually agreed upon goals, organizations are on the path towards achieve the critical principle of commitment.

Put Theory into Practice with PiiQ

Our latest release of Employee Goal Setting allows organizations to transform theory into practice. With PiiQ Performance, employees can set their own goals, notify their managers, and get feedback and confirmation when their goals are approved. Managers can quickly review submitted goals, easily track outstanding goals, and provide instant feedback.

The benefits of collaborative goal setting are realized at every level of the organization, from the individual contributors to executives. With this newest feature, you can set your organization on a path towards success by directing action towards company objectives while increasing employee accountability in achieving mutually agreed upon goals.

For more information, please contact
a Product Specialist or Request a Demo
smb.cornerstoneondemand.com



Cornerstone is committed to helping small to medium-sized businesses develop an engaged workforce to drive higher performance and revenue.
smb.cornerstoneondemand.com

North America Global HQ
1601 Cloverfield Blvd.
Suite 600 South
Santa Monica, CA 90404
888-365-CSOD

Europe, Middle East, Africa (EMEA)
4 Coleman Street
London, EC2R 5AR
+44 (0) 203 700 2900

Asia Pacific Japan (APJ)
Level 1, North
29 Union St.
Auckland 1010
Australia: +61 (2) 8667 3178
New Zealand: +64 9 968 2133

Stay connected:



© 2017 Cornerstone OnDemand | 888-365-CSOD