

oneAdvanced

Clear Review: What's in it for me?

People management software

Presented by customer success

oneAdvanced

Why Continuous Performance Management?





Continuous performance management allows organisations to examine the overall business as well as the development of individual employees, improving performance via meaningful goal setting and real-time feedback



Continuous Performance Management Framework



Set Goals: Set and proactively work towards meaningful individual goals which are linked to organisational priorities



Real-time feedback: A mixture of positive and constructive feedback delivered in the moment



Coaching: Regular, structured conversations focused on progress against goals and removal of barriers to progress



Deliberate planning: Career development plans which are wholly-owned and driven by the **employee**



Decoupled process for measuring performance built around evidence, **not ratings.**

Employee Benefits- What's in it for me?



- **Understand your Strengths/Areas for Improvement:** You receive regular feedback to help you understand your strengths and areas for improvement in real-time leading to better performance.
- **You are in control:** You are in control of your own development and can set conversations with your manager at the click of a button.
- **Well-rounded View:** You can request feedback from anybody with the organisation, giving you a well rounded view on performance
- **Develop your Skills:** Using your feedback, you can address skill gaps promptly enhancing your professional growth and career development
- **Engagement:** Regular feedback and check-ins can boost your engagement and motivation.
- **Clear on Expectations:** With agile goals, you are clear on the expectations of your role and objectives.
- **Raise blockers:** Regular conversations allow you to raise any blockers and understand your performance in real time, not just yearly.
- **Recognition:** You feel motivated as you are recognised for the excellent work you do in real-time



Manager Benefits- What's in it for me?



- **Informed Decisions:** You will have a wealth of data available to you that you can use to make informed decisions around your team
- **Meaningful Conversations:** Discussion prompts and being able to see all feedback received by your team allows you to have meaningful conversations
- **Proactively resolve problems:** By having regular conversations, you can address performance issues promptly
- **Positive working relationship:** Regular check ins promote an open and honest culture leading to a positive working relationship
- **Agile Goal Setting:** Its easy to reflect and align goals to changing business needs, helping you and your team focus on the right priorities.
- **Improve Productivity:** You can uncover blockers within your team to improve employee productivity
- **Talent Development:** You can spot your high potential team members and proactively invest in the development improving employee retention.
- **Monitor Progress:** You can easily view the status of all of your team members goals in one place, easily allowing you to monitor progress or overdue objectives

Organisation Benefits- What's in it for me?



- **Improved employee performance:** Employees can stay focused on their goals and have the feedback and support they need to succeed, leading to significant improvements in employee performance
- **Increased employee engagement:** Employees feel that the organisation is investing in their success and development. This can lead to increased employee engagement and motivation.
- **Better alignment of individual and organisational goals:** Employees can understand how their work contributes to the overall goals of the organisation. This can help ensure everyone is working towards a common goal
- **Improved communication and collaboration:** Regular communication and collaboration between managers and employees leads to a more positive and productive work environment
- **Increased agility and adaptability:** Performance issues can be identified quickly and effectively. This can help organisations be more agile and adapt to change.
- **Objective Decision making:** As goals are documented, recency bias is eliminated, enabling leaders and managers to make more objective decisions based on facts.
- **Employee retention:** Employees who feel recognised at work are more likely to be engaged, reducing employee turnover.
- **HR Visibility:** HR have a clear view of all goals aligned to specific organisational objectives. They can also see all conversations so they can ensure they are frequent and meaningful



**Thank you for
your time.**





Connect with us



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