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Clear Review: What's in it for me?

People management software

Presented by customer success



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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



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



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







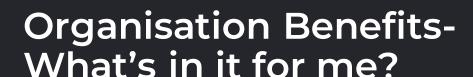
- Understand your Strengths/Areas for Improvement: You receive regular feedback to help you understand your strengths and areas for improvement in real-time leading to better performance.
- You are in control: You are in control of your own development and can set conversations with your manager at the 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

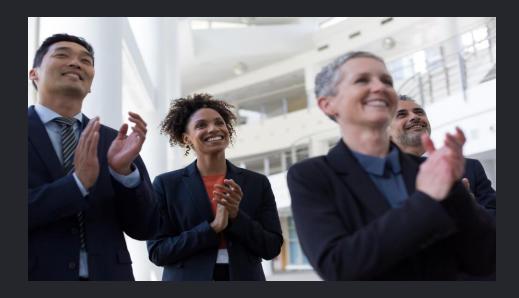


Manager Benefits-What's in it for me?



- 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 and 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







- Improved employee performance: Employees can stay focused on their goals and have the feedback and support they need to suceed, 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

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Thank you for your time.



Connect with us



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