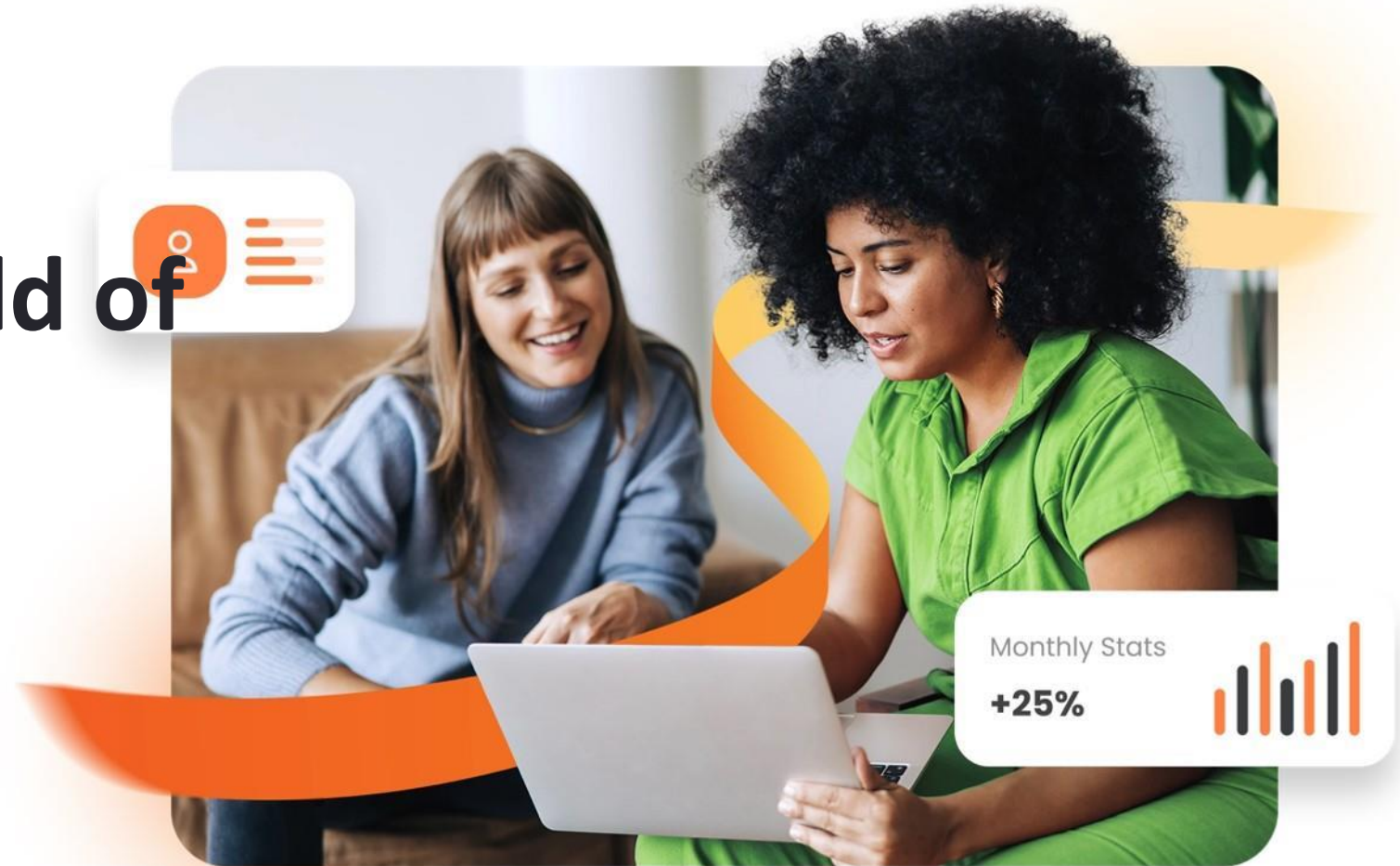


oneAdvanced

Powering the world of work

UX/UI release overview

Presented by OneAdvanced





OUR MISSION

Powering the world of work

To help every employee reach their potential, by focussing on their priorities, providing support and fostering motivation. This way organisations can achieve what matters most.



01

What's coming

What we're releasing and what's next



Now & next

<> Next-Gen Experience

A new product experience, making interactions accessible and more enjoyable for everyone

Insights

Enabling HR to make talent decisions with ease and confidence, by leveraging all available data

Skills Architecture

Connect your job architecture to our skills engine to visualise your organisation and skill evolutions



Measuring Performance

Measuring performance through our innovative methodology to ensure greater equity and accuracy

Assisted by AI

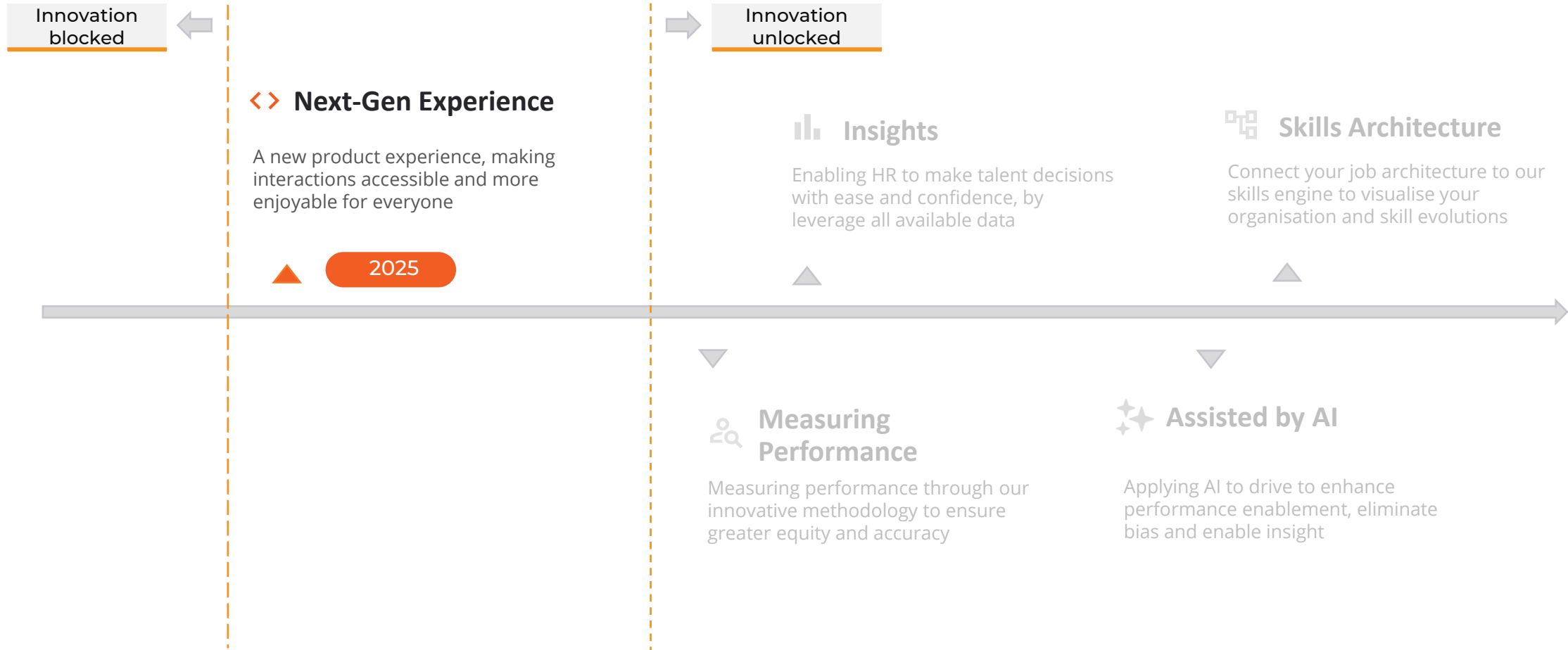
Applying AI to drive to enhance performance enablement, eliminate bias and enable insight

Skill Profiles

Empower employees to share skills, identify gaps and anticipate the skills needed for the future



Now & next



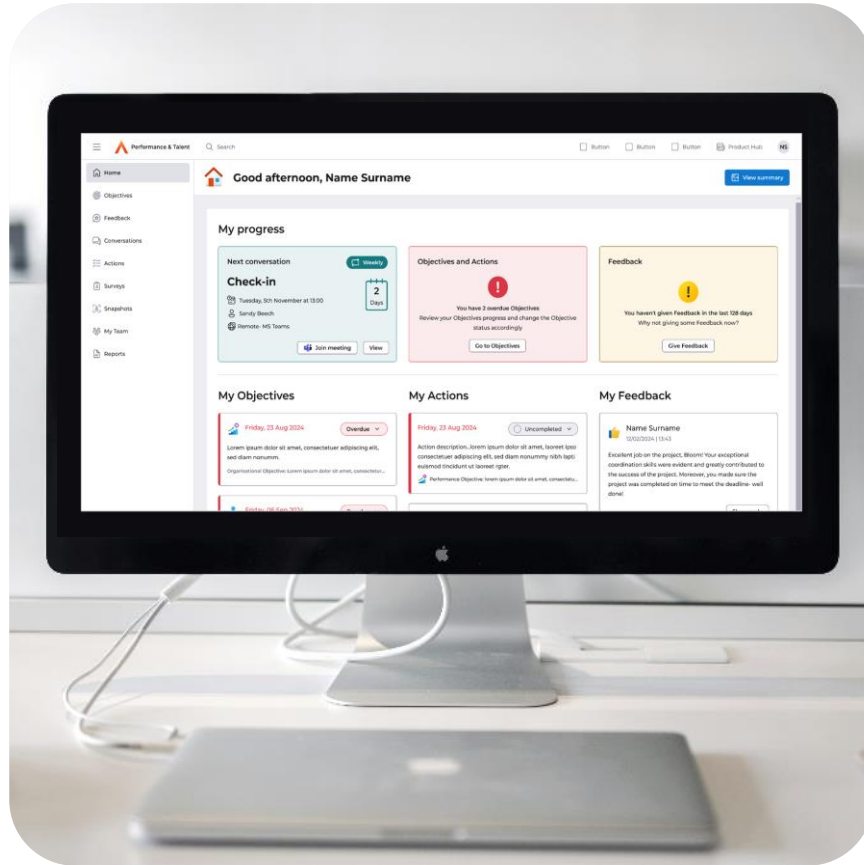
[1] The specific release date will be shared **10 weeks before the launch**

[2] On the release day, the product's UX/UI will be updated, introducing a new look and feel that enhances the overall user experience.



A refreshed and improved experience

Coming in 2025



What we've done

- We've listened
- We've acted on your feedback
- We're refining the user experience
- We're introducing new features

What you'll get

- Consistent experience across the OneAdvanced Portfolio
- Simpler interface
- Intuitive and easier to use product
- Full compliance with all Web Accessibility Guidelines
- Less help requests from your team
- More future product innovations

A decorative graphic consisting of a thick, flowing ribbon in shades of orange and yellow, curving across the right side of the slide.

01

Release Information

An overview of our roadmap and the significance of the release for our customers



PRODUCT MISSION

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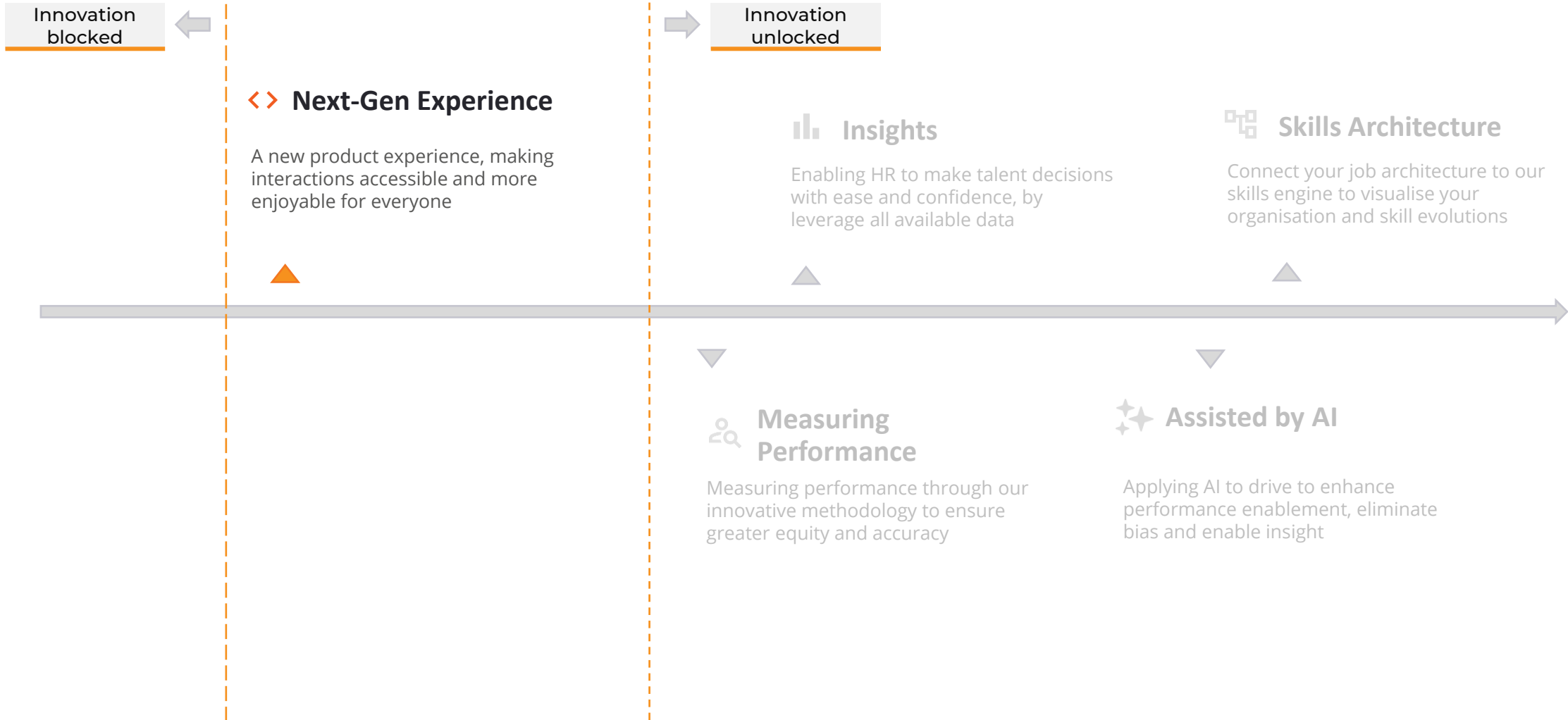
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Now & next





A refreshed and improved experience



What are we doing?

- We're closely tuned into your feedback, which has been invaluable and we're taking steps based on it
- We're actively responding to your most popular ideas and requests
- To increase satisfaction and consistency, we're refining the user experience and interface of the product

What you'll receive?

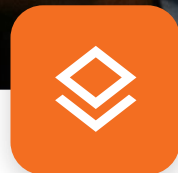
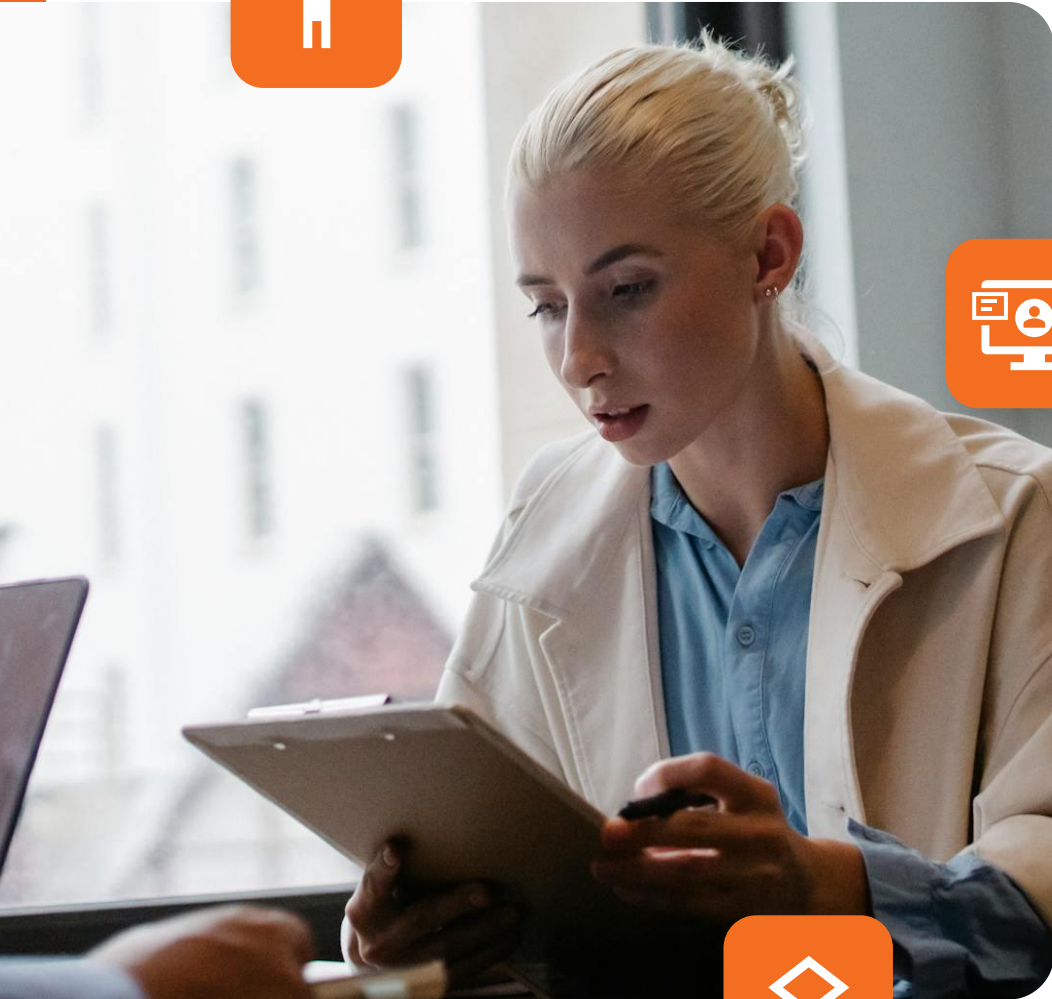
- A consistent experience across your OneAdvanced Portfolio of products*
- An intuitive, easier to use product, which accelerates processes and encourages adoption
- A simplified and cleaner interface that complies with all Web Accessibility Guideline
- Enhanced ease of use translating to fewer help requests from your employees
- Unlocks innovation by accelerating delivery on our roadmap

02

Rationale

Why we're making the changes





External audit: WCAG accessibility findings:

Accessibility and inclusivity

- Inadequate visual support
- Requirement for dark mode
- Confusing pop-ups and fly-out menus

Visual design & navigation

- Inconsistent visual elements,
- Poor use of colours and contrasts
- Confusing navigation and poorly positioned action buttons
- Inconsistent text entry methods

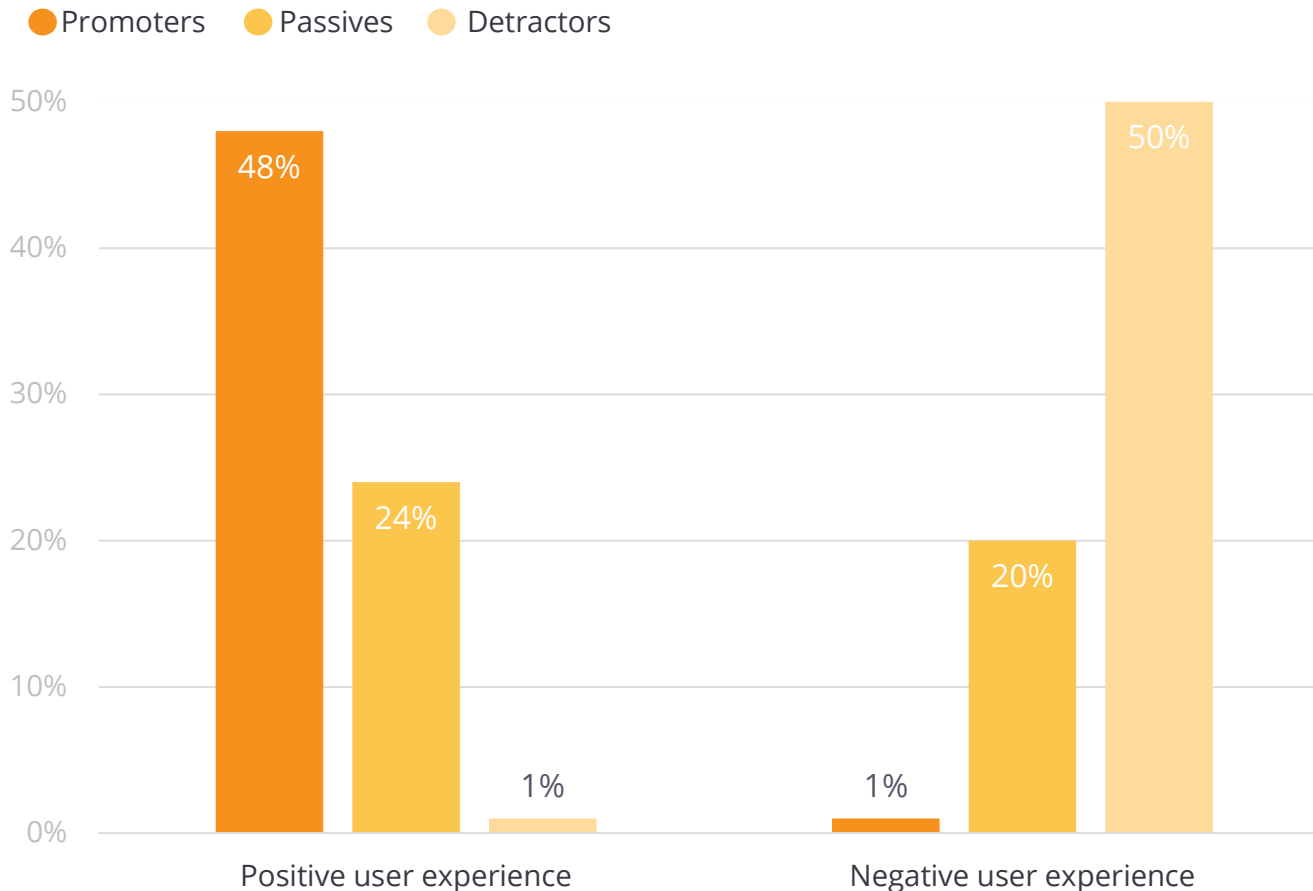
Content & interaction design

- An inconsistent user journey
- No draft status for text entries



User feedback guiding our focus to redesigning

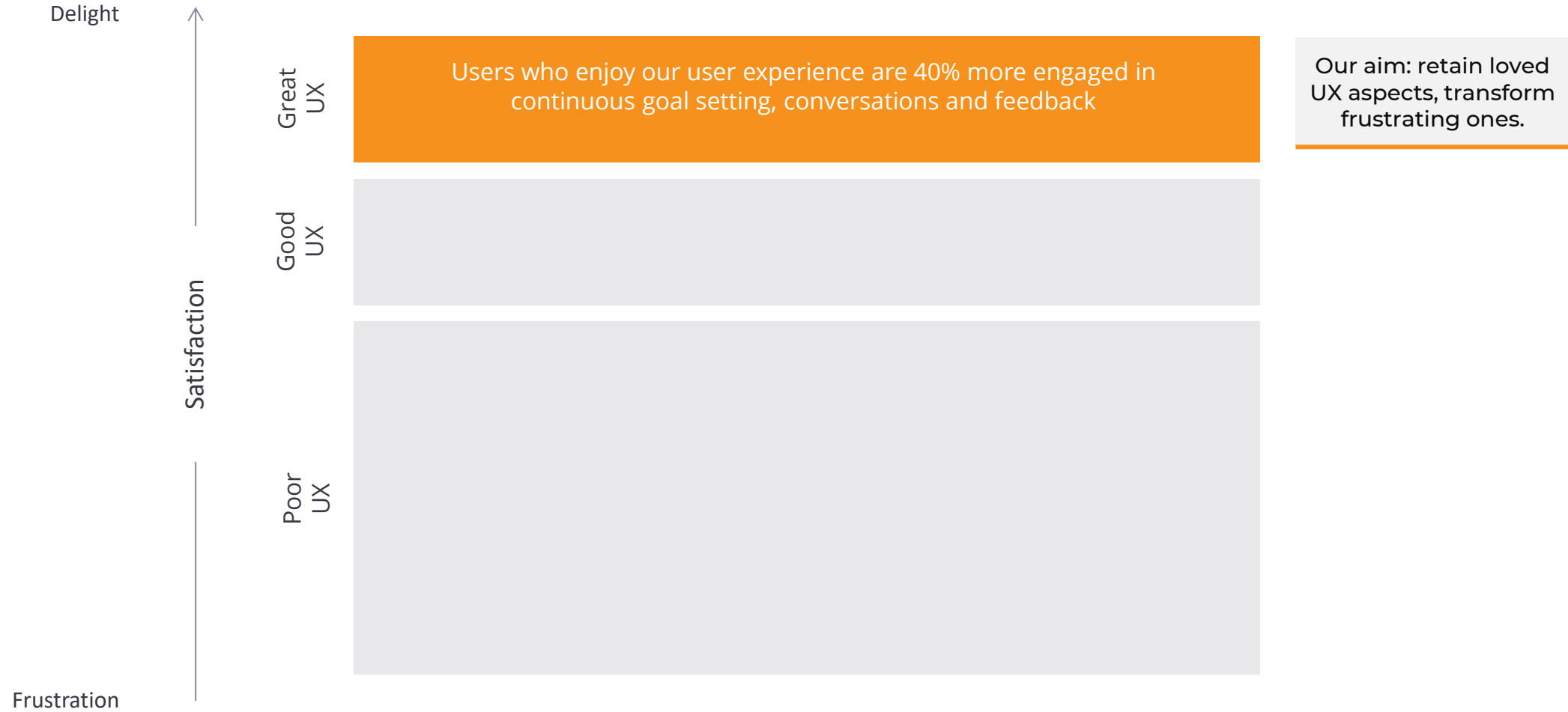
A user experience praised by Promoters but disliked by Detractors
% of respondents



- Our continuous net promoter score (NPS) surveys have developed a rich dataset of over 22k responses, providing a constant pulse on user sentiment
- Employees and Administrators report positive experiences with the product
- Managers and Wider Managers indicate areas for improvements
- Comments showed no difference by role
- User experience equally criticised by detractors and praised by promoters.



Great experiences drive adoption





Summary of why?



Unified Experience

Deliver exceptional user experiences with a consistent interface across multiple products, which simplifies learning and boosts productivity across all Sector Portfolios.



Adoption & Satisfaction

Feedback identifies improvement areas. We aim to simplify and personalise, creating seamless and engaging interactions for faster task completion.



Enhance Accessibility

Accessibility extends beyond compliance, ensuring all users can effectively use our product, boosting satisfaction and expanding market reach.



Unlocking Innovation

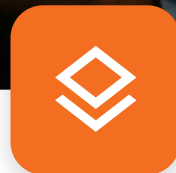
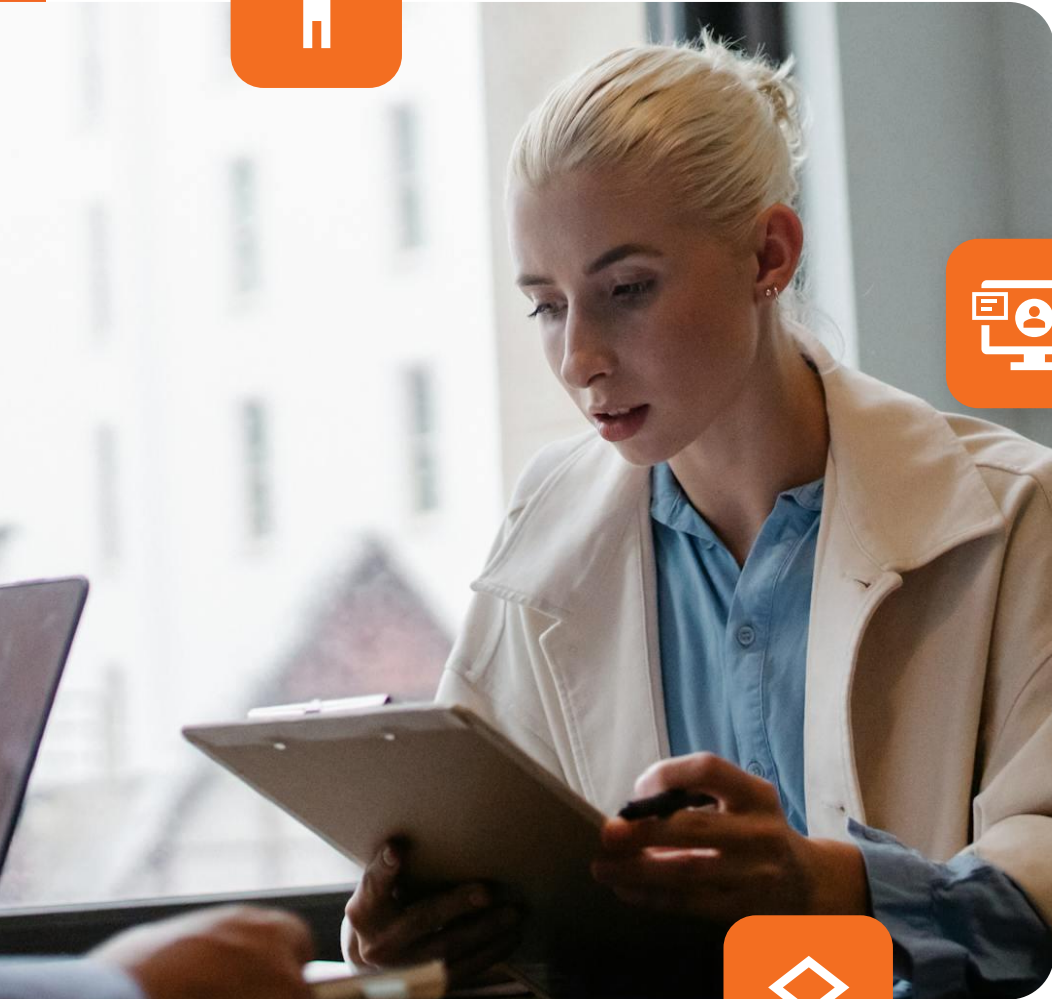
Expanding new features via a well-designed interface removes disruptive retrospective changes, prevents technical debt, fosters innovation, and ensures smooth product evolution.

03

Preview

An overview of the new experience by functional area, with a preview of new features





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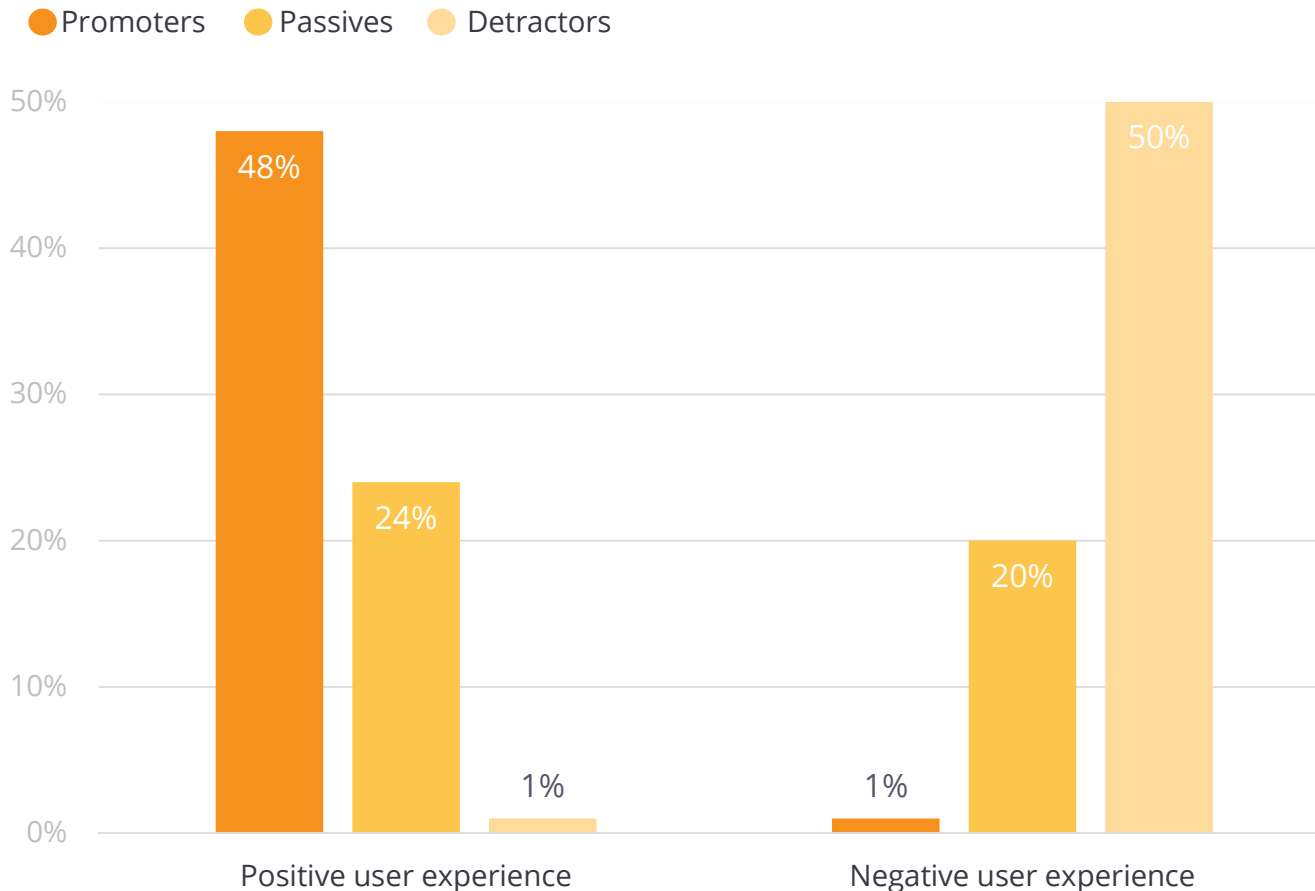
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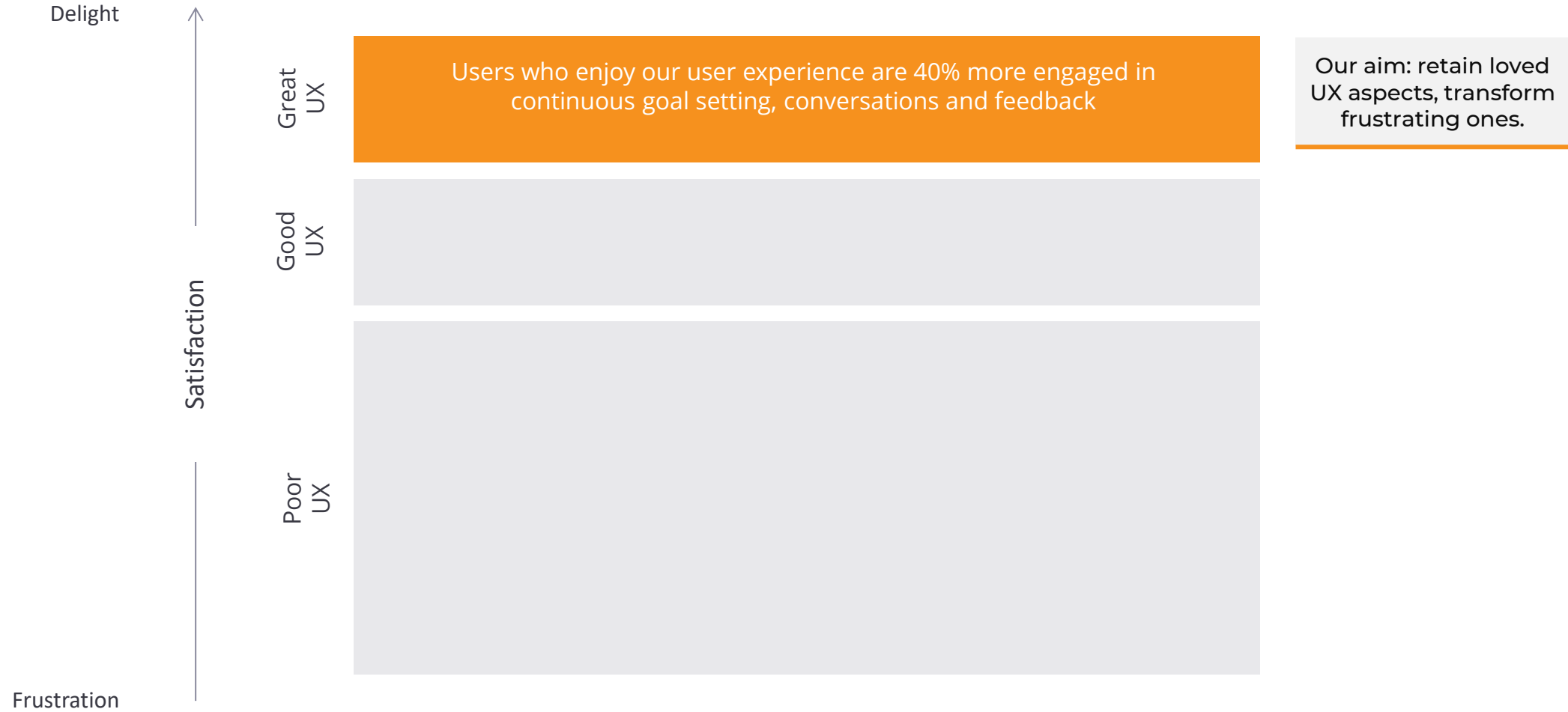
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Home

More radiant

Quick summary

The screenshot shows a performance dashboard with a left sidebar, a top navigation bar, and a main content area. The sidebar includes links for Home, Objectives, Feedback, Conversations, Actions, Surveys, Snapshots, My Team, and Reports. The top navigation bar features the 'Performance & Talent' logo, a search bar, and several buttons. The main content area is titled 'Good afternoon, Name Surname' and includes a 'View summary' button. The dashboard is divided into several sections: 'My progress' (with 'Next conversation' and 'Check-in' cards), 'Objectives and Actions' (with a red warning card), 'Feedback' (with a yellow warning card), 'My Objectives' (with an 'Overdue' card), 'My Actions' (with an 'Uncompleted' card), and 'My Feedback' (with a feedback card). Annotations in orange boxes point to specific elements: 'More radiant' points to the top navigation bar; 'Quick summary' points to the 'View summary' button; 'Accessibility first' points to the 'Objectives and Actions' card; 'Two cards' points to the 'My Objectives' and 'My Actions' cards; and 'Key performance behaviours' points to the 'My Objectives' card.

Accessibility first

Two cards

Key performance behaviours



Feedback

Updated shell

Accessibility first

Combined action button

Tabs

Search & Filters

Feedback connected

Quick response

The screenshot shows a web application interface for 'Performance & Talent'. The main content area is titled 'Feedback' and features a navigation sidebar on the left with options like Home, Goal, Feedback, Conversations, Actions, Surveys, Snapshots, Skills, Your Team, and Reports. The main content area has a header with 'Feedback received', 'Feedback given', 'Requests sent', and 'Requests received' (with a red notification badge '3'). Below this is a search bar and a 'Filters: (2)' dropdown. The main content area displays two feedback entries from 'Monica Cobbs' dated '12/02/2024 | 13:43'. Each entry includes a thumbs-up icon, a text description of the feedback, and a 'Requested from' field. The first entry has a 'Show reply' button, and the second entry has a 'Reply' button. The interface is annotated with several orange callout boxes: 'Updated shell' points to the top navigation bar; 'Accessibility first' points to the 'Button' labels in the top right; 'Combined action button' points to the 'Add' button in the top right; 'Tabs' points to the 'Feedback received' tab; 'Search & Filters' points to the search bar and filter dropdown; 'Feedback connected' points to the 'Feedback' link in the sidebar; and 'Quick response' points to the 'Show reply' button.



Conversations

The screenshot shows a web application interface for 'Conversations' under the 'Performance & Talent' section. The interface includes a top navigation bar with a search bar, a 'Product Hub' link, and a user profile. A left sidebar contains navigation items: Home, Objectives, Feedback, Conversations (highlighted), Actions, Surveys, Snapshots, Skills, and Your Team. The main content area is titled 'Conversations' and features a '+ Add Conversation' button. It is divided into two tabs: 'Scheduled Conversations' (active) and 'Past Conversations'. The 'Scheduled Conversations' tab displays a 'Next conversation' card for a 'Check-in' meeting on Tuesday, 5th March at 13:00 PM, with a 'Weekly' frequency and a '2 Days' countdown. Below this are two more 'Check-in Conversation' cards with dates 12/03/2024 and 19/03/2024. The right sidebar, titled 'Available Conversations', lists four conversation types: 'Check-in Conversation', 'Personal Growth Conversation', 'Wellbeing Conversation', and 'New Starter Onboarding', each with a brief description and an 'Add Conversation' button. Annotations include an orange box labeled 'Tabs' pointing to the tab headers, another orange box labeled 'Two key items' pointing to the 'Check-in' card and the 'Available Conversations' list, and a third orange box labeled 'Simplified view' pointing to the list of scheduled conversations.



Objectives – New entry

The screenshot shows a user interface for 'Performance & Talent'. The top navigation bar includes a search bar and several buttons. The left sidebar lists navigation options: Home, Objectives, Feedback, Conversations, Actions, Surveys, Snapshots, My Team (highlighted), and Reports. The main content area is titled 'Objectives - Name Surname' and features an 'Add Objective' button. Two primary objective categories are displayed:

- Performance Objectives:** Described as 'The most important things you need to achieve in your role for the current or forthcoming period. They might be targets, performance standards or specific projects or deliverables.' It includes a bar chart icon with a target symbol and a 'Go to Performance Objectives' button.
- Personal Development Objectives:** Described as 'Specific areas in which you need to develop personally in order to achieve your Performance Objectives, career goals or to improve an aspect of your performance.' It includes an icon of a person with a target and a 'Go to Personal Development Objectives' button.

At the bottom of the interface, a callout box with the text 'Greater clarity in objective types' is connected to the two objective sections by lines, indicating the purpose of the new design.



Objectives – List view

The screenshot displays the 'Personal Development Objectives' list view. The interface includes a sidebar menu on the left with items like Home, Objectives, Feedback, Conversations, Actions, Surveys, Snapshots, Your Team, and Reports. The main content area features a header with 'Personal Development Objectives' and an '+ Add Objective' button. Below the header is a table of objectives with columns for description, due date, and status. Annotations highlight the 'Search' input field, the 'Filter' dropdown, the 'Bulk move' dropdown, and the 'Table format' button.

Objective Description	Due date	Status	Actions
Area of development: Lorem ipsum dolor sit amet	dd/mm/yyyy	On track	View, More options
Area of development: Lorem ipsum dolor sit amet	dd/mm/yyyy	Not started	View, More options
Area of development: Lorem ipsum dolor	dd/mm/yyyy	Pending	View, More options
Area of development: Lorem ipsum dolor sit amet, consectetur adipiscing	dd/mm/yyyy	Completed	View, More options



Performance Objectives – Detailed view

The screenshot shows the 'View Objective' page in the Performance & Talent system. The page layout includes a sidebar with navigation options (Home, Objectives, Feedback, Conversations, Actions, Surveys, Snapshots, Your Team, Reports) and a main content area. The main content area is titled 'View Objective' and contains a 'Performance Objective' card. The card has a status of 'On track' and includes an 'Organisational Objective' section with a blue icon, an 'Objective description' section with a blue icon, and a 'Deliverables' section with a blue icon. The 'Organisational Objective' section has a blue header and a blue icon. The 'Objective description' section has a blue icon. The 'Deliverables' section has a blue icon. The page also features a search bar, a 'Product Hub' button, and an 'Edit' button. Three callout boxes highlight design improvements: 'Objective icons add vibrancy' points to the blue icons in the sidebar and main content; 'Organisational goal heads the objective' points to the blue header of the 'Organisational Objective' section; and 'Clearer layout of objective and deliverables' points to the overall structure of the 'Performance Objective' card.

Performance & Talent Search Button Button Button Product Hub

Home Objectives Feedback Conversations Actions Surveys Snapshots Your Team Reports

View Objective Edit

Objectives / Performance Objectives / View Objective

Performance Objective On track

Organisational Objective
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua

Objective description
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.
Start date: dd/mm/yyyy | Due date: dd/mm/yyyy

Deliverables
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam.
Due date: dd/mm/yyyy

On track

Not started

Objective icons add vibrancy

Organisational goal heads the objective

Clearer layout of objective and deliverables



Development Objectives – Detailed view

The screenshot displays the 'View Objective' interface. On the left is a navigation sidebar with items: Home, Objectives, Feedback, Conversations, Actions, Surveys, Snapshots, Your Team, and Reports. The main content area is titled 'View Objective' and includes a breadcrumb trail: Objectives / Personal Development Objectives / View Objective. A status indicator 'On track' is visible in the top right. The objective is titled 'Personal Development Objective' and is divided into four sections:

- Area of Development:** Contains a green leaf icon and the text 'Lorem ipsum dolor sit amet'. A callout box states: 'Area of development heads the objective'.
- Objective description:** Contains a person icon and a paragraph of placeholder text. A callout box points to this section: 'Clearer layout of objective and deliverables'.
- Expected outcome:** Contains a paragraph of placeholder text.
- Activity:** Contains a leaf icon and a 'Learning activity' section with three buttons: 'Online learning', 'Professional study', and 'Training course/Development programme'. A callout box states: 'Multiple learning activities'.

At the bottom left, a callout box points to the icons in the 'Area of Development' and 'Activity' sections: 'Objective icons add vibrancy'.



Your Team

Enhanced

Performance & Talent Search

Home Objectives Feedback Conversations Actions Snapshots My Team Reports

My Team

Generate Direct Team report Add Direct Team Objective

Direct Team Wider Team Performance

Objectives

7/10 have at least 1 active Objective

Feedback

2/10 received Feedback in the past 4 weeks

Conversations

9/10 had Conversations in the past 4 weeks

Quick search

Quick summary

Type to search...

Employee name	Performance Objectives	Personal Development Objectives	Actions	Feedback	Conversations	Summary	Private notes
Name Surname							
Name Surname							
Name Surname							
Name Surname							
Name Surname							
Name Surname							



Answering Talent Snapshots

The screenshot displays a software interface for 'Performance & Talent'. On the left is a navigation sidebar with options: Home, Objectives, Feedback, Conversations, Actions, Feedback Circles, Engagement Surveys, Talent Snapshots (highlighted), My Team, and Reports. The main content area is titled 'Talent Snapshot' and shows a progress indicator '28/30 Snapshots marked as complete'. Below this, there are sections for 'Describe your key strengths' and a question 'Which of the following best describes your approach to problem-solving?' with radio button options: 'Relying on past experience', 'Analyzing data and gathering insights', and 'Waiting for instructions from others'. On the right, a 'Summary - Name Surname' panel shows a list of 'Objectives' with columns for Owner (NS), Due date (dd/mm/yyyy), and Status (Overdue, On track). Each objective includes a 'View' button and an 'Organisational Objective' description.



Popular feature requests addressed to date

Snapshots & Surveys

Delete templates

Reorder questions

Prompts on questions

Edit participants

Mark as complete

Send reminders

Edit deadline

Overall progress

Progress by individuals

Save as draft round

Answer descriptions

Freeze answers

Additional question types

Conversations

Historical notes

Rich text editor

Custom recurrences

End date for recurrences

Repeat recurrence on all Conversations

Prompt to save notes before leaving

Objectives

Bulk move to History

Comment prompts on status change

Personalised Icons

Objective Filters

Team Objectives for specific direct reports

Select multiple Learning Activities

Feedback

Reactions

Feedback Filters

A thick, flowing orange ribbon graphic that starts from the top right, loops around, and then curves downwards towards the bottom right corner of the page.

04

How we're supporting you

Making sure you're ready and know what's happening



Our commitment

01 Community

We will maintain clear and open communication, regularly updating you on progress and any important information regarding the updates

02 User involvement

We will actively involve users in the development process to ensure the updates meet your needs and expectations

03 Early Visibility

We will provide early visibility into upcoming features and changes, giving you a preview before the official release

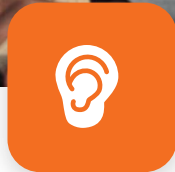
04 Help

We will update our help documentation to reflect the latest changes, making it simple to find the information you need

05 Smooth transition

We commit to providing you with a smooth transition, ensuring minimal organisational disruption as we implement the release





Release clinics

What

- A series of short (45-60 min), focused optional sessions
- Let's you familiarise yourself with the changes to specific areas of the system and ask any questions.

When

- Weekly clinics of the month in the run up to the launch of the new experience
- Daily clinics the week of launch

Who

- Invitations will be extended to administrators
- Recorded sessions will be made available via the Help Docs area of the Product Hub



Release clinics – sample timeline

Admin & Config

Everything you need to know about Administration and configurations for your organisation

Week 1

Objectives

Creating organisation-wide performance goals and personal development goals to support your learning and development agenda.

Week 3

Feedback

How to provide effective feedback, review received feedback, and seek high-quality input

Week 5

Talent Snapshots

How to set up templates, configure rounds, and guide your employees in submitting Snapshots

Week 2

Conversations

Setting up conversation templates, connecting to Outlook, and best practices to encourage quality employee discussions and note-taking.

Week 4



Support Resources

Everything in one place

All in a dedicated section of our Help Hub for easy access

Help documentation

Will be updated to reflect the new UX/UI, providing users with clear, current guidance

First time guides

First-time user guides will be created for the new look and feel to support users

Additional resources

Supporting resources will be provided to help you communicate the update and prepare your workforce

The screenshot shows a help page for 'Performance & Talent'. At the top left is the orange triangle logo and the text 'Help | Performance & Talent'. Below this is a large white area with a hand icon and the text 'Hey! How can we help?'. Underneath is a search bar with the placeholder text 'Search for a topic...'. The main content area has a grey background and is titled 'All categories'. On the left side of this area is a vertical list of categories: 'Employees', 'Managers', 'System Administrators', and 'Why Performance Management'. To the right are four white cards, each representing a category. Each card has an icon, a title, a description, and a 'number of articles' badge. The 'Employees' card has an icon of a person with a document and a badge for '20 articles'. The 'Managers' card has an icon of two people at a computer and a badge for '6 articles'. The 'System Administrators' card has an icon of a person at a computer and a badge for '55 articles'. The 'Why Performance Management' card has an icon of a person with a lightbulb and a badge for '8 articles'.

Help | Performance & Talent

Hey! How can we help?

Search for a topic...

All categories

- Employees
- Managers
- System Administrators
- Why Performance Management

Employees (20 articles)
A place for employees to find out more about how to use the key functions within Clear Review.

Managers (6 articles)
A place for managers to find out more about how to use the key functions within Clear Review.

System Administrators (55 articles)
A place for Clear Review System Administrators to find out more about how to configure and use Clear Review.

Why Performance Management (8 articles)
A place to learn why performance management matters and how it can help you to fulfill you, and your team's potential

Our advice to you

01 Become familiar with the change

Take time to get acquainted with the updated look and feel, make sure you are comfortable navigating its features and can effectively guide others.

02 Start early and be prepared

Begin by planning; tracking the necessary changes and understanding the scale of the update. Preparation is key to ensuring a smooth transition

03 Create a plan

Plan your approach to update your different user groups, such as managers and employees, to ensure everyone is equipped to navigate the changes effectively

04 Drive awareness & communicate

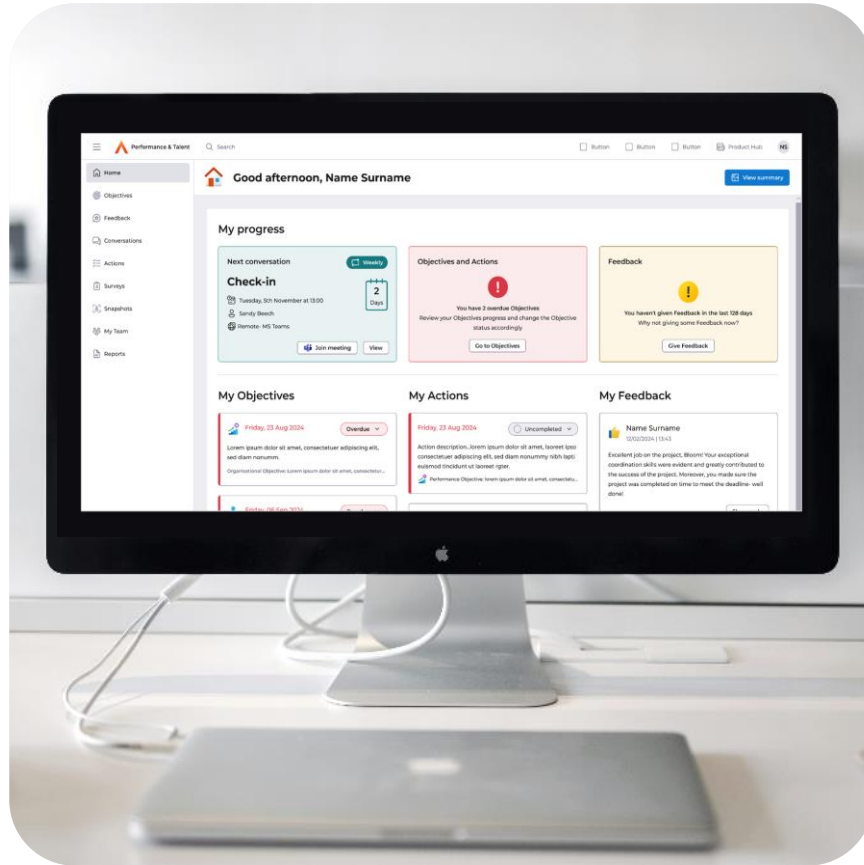
Raise awareness by clearly communicating what is changing, why it's changing, and how these changes will support users, ensuring they feel informed and confident.





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Coming in 2025



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What you'll get

- Consistent experience across the OneAdvanced Portfolio
- Simpler interface
- Intuitive and easier to use product
- Full compliance with all Web Accessibility Guidelines
- Less help requests from your team
- More future product innovations



What's next



Release Webinar

- A follow up webinar will be held 10 weeks before launch
- This will provide additional details and supporting materials to help you prepare for the release.

Release Clinics

- Join our scheduled release clinics to gain a thorough understanding of the changes.
- These sessions will be essential in helping you make the most of the updated look and new features.

Help Documentation

- Stay informed about our progress by regularly reviewing the information and supporting documentation shared through our help resources.

**Thank you for *your*
*time.***

