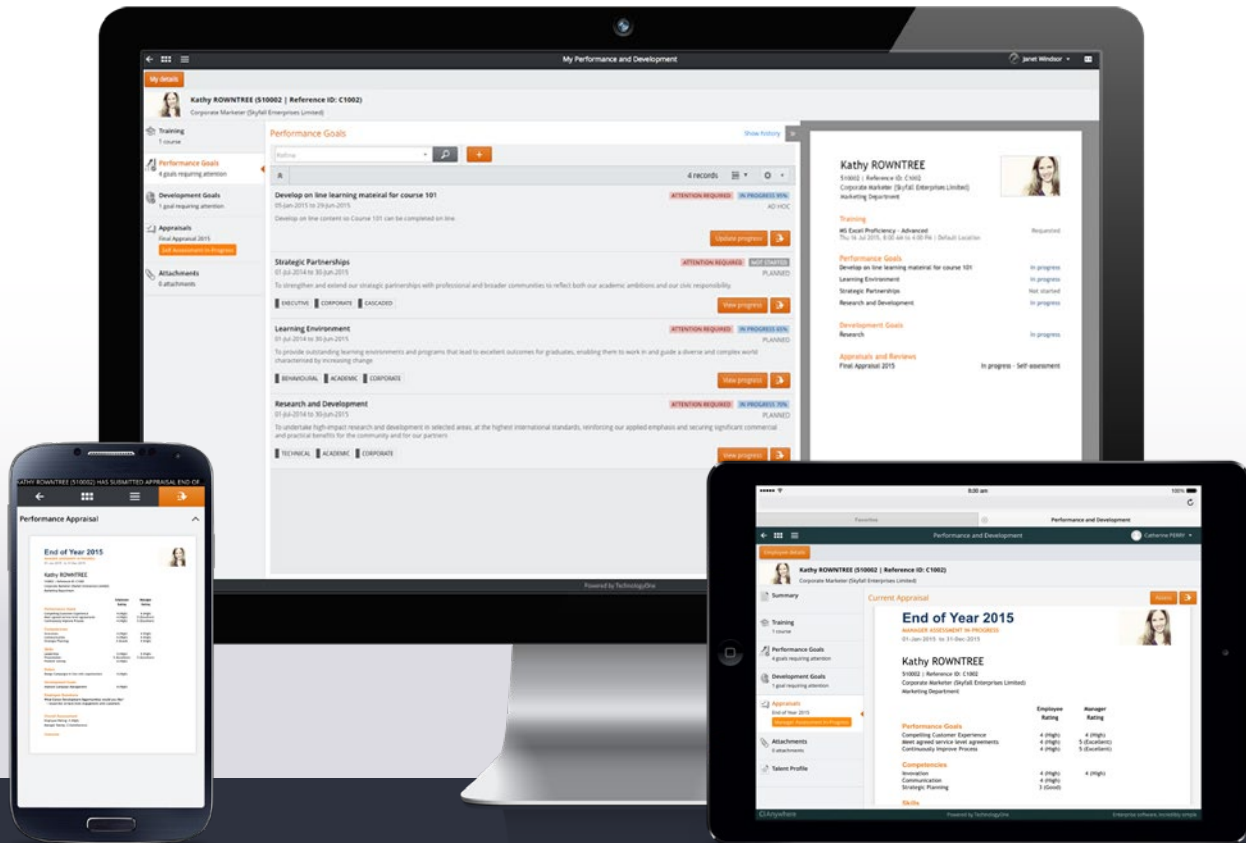


HUMAN RESOURCE & PAYROLL PERFORMANCE MANAGEMENT

Automate the performance and development process and gain complete insight into workplace performance.

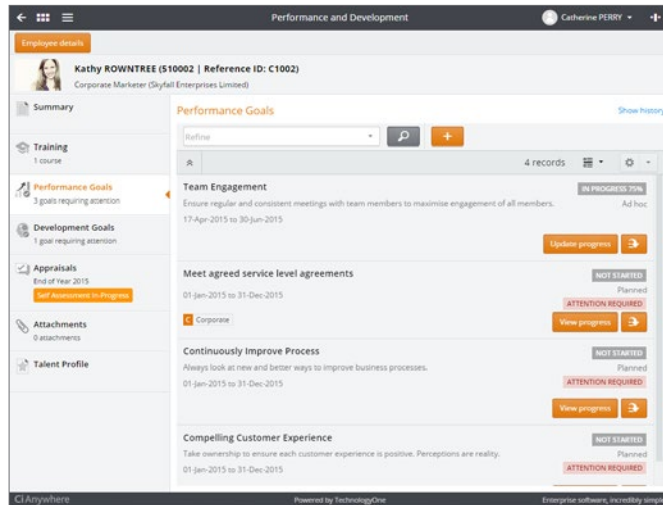


KEY FEATURES AND BENEFITS

- Access a single source of truth for workforce performance
- Improve employee engagement by aligning employee performance with corporate and team goals
- Streamline approvals with workflow-enabled processes
- Simplify the performance management process with position-based performance templates
- Prioritise training and development needs
- Identify, retain and reward high performers and flight risk employees through an integrated HR & Payroll solution
- Achieve fast time-to-value with proven rapid deployment
- Access from any web-enabled device

Align employee performance with corporate goals

Cascade down corporate goals from directors to managers and teams in order to align employee performance and business strategy, with the flexibility to create additional team and individual goals ad-hoc.



Leverage best practice processes

Access a range of performance templates, competency frameworks and skill libraries for best practice processes. Define your own performance plan templates for different employee groups based on custom appraisal requirements, performance and development goals, skills and competencies, duties and accountabilities.

Reduce risk with sophisticated succession planning

Retain top talent and reduce corporate risk with succession plans for business critical positions. Identify and track potential leaders for future development.

Schedule check-ins

Schedule Check-ins between managers and their team members in which no formal review/appraisal is performed. Reminders are automatically sent to both parties.

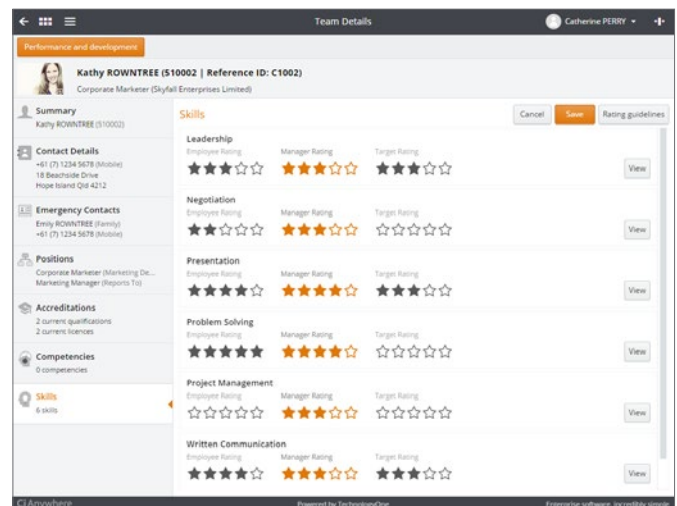
Facilitate ongoing conversations

Promote ongoing ad-hoc conversations between employees, using shipped, organisation or personal templates. Conversations can be initiated from with MyTeam (by managers), or by anyone with any employee using MyDirectory. This promotes cross-team dialogue with a full history in the employee's performance and development.

Automate and standardise the performance management process

Gain a consolidated view of all items requiring attention with the inbuilt workflow inbox. On submittal, employee appraisals are sent to managers for review and comment before passing on to the next stage in the workflow.

Employees can then be immediately placed into relevant training courses to address specific development or re-skilling needs. Automatically produce performance plans based on the employee's position type.



Gain workforce insight

Real-time reports and dashboards with drill-down capabilities provide insight into workforce engagement, performance and progress towards corporate and team goals. Easily identify top performers, see the skills and capabilities of existing employees and identify skills gaps to inform training and recruitment plans.

Available anywhere, any time, on any device

The browser-based app runs on any web-enabled device, including laptops, tablets and smartphones. Employee data is also password protected.