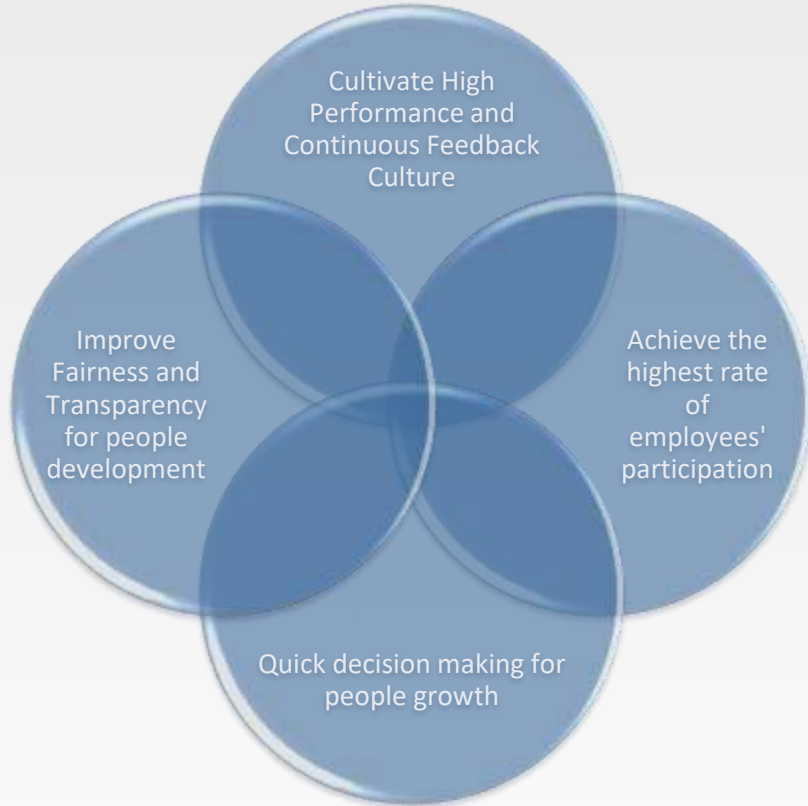




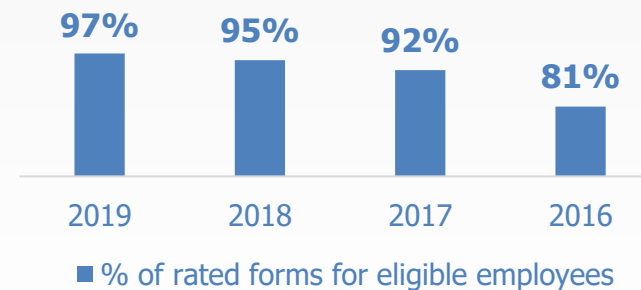
Performance Management in Practice

May 19, 2021

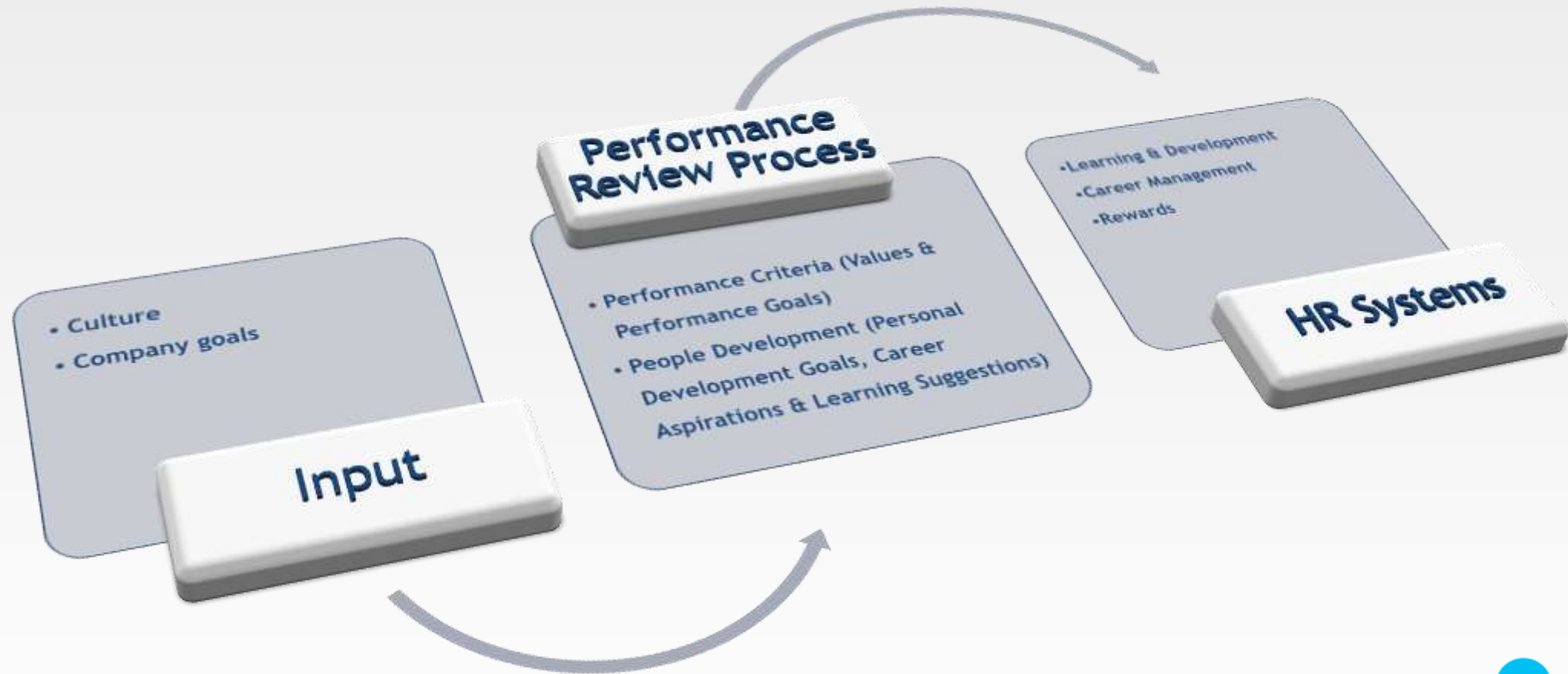
Challenges - Cloud application



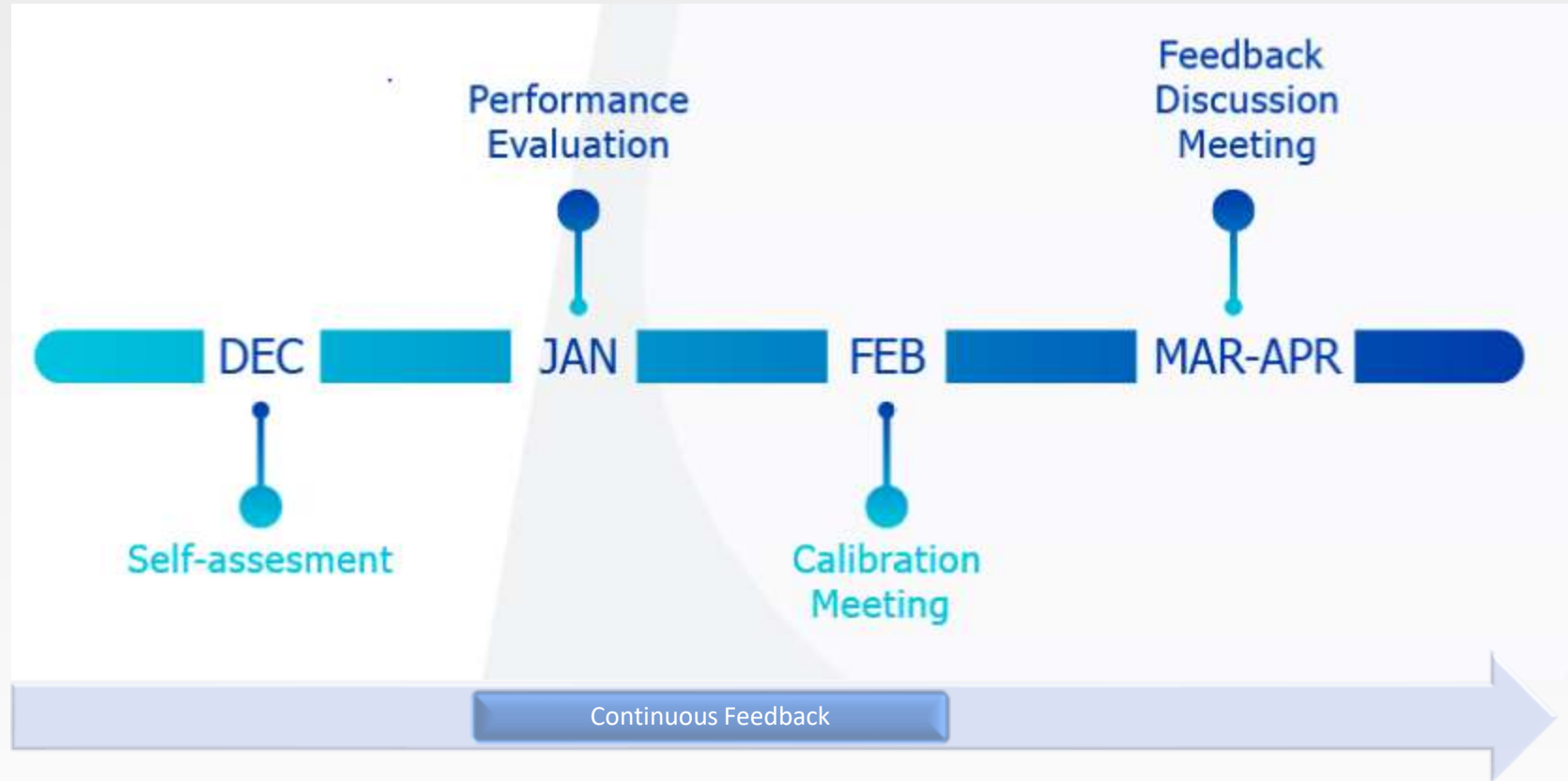
- Aligned process across all countries and sites
- Easy and real time access of all employees
- Fast Information & Knowledge Sharing
- Collect large amount of data and quick processing
- Visualize dashboards and analytics



Performance Enablement System



Performance Review Process Timeline



Benefits per role with the use of cloud application

Managers

- Record online performance ratings and data for their employees
- Can request feedback by anyone in the company for people performance
- Have access to historical performance data for their employees
- Have access to performance dashboards and reports
- Easy access to the goal plan and the status of the goals of their team
- Record adhoc performance information to be considered to the final evaluation
- Create checkpoints for feedback sessions with their employees

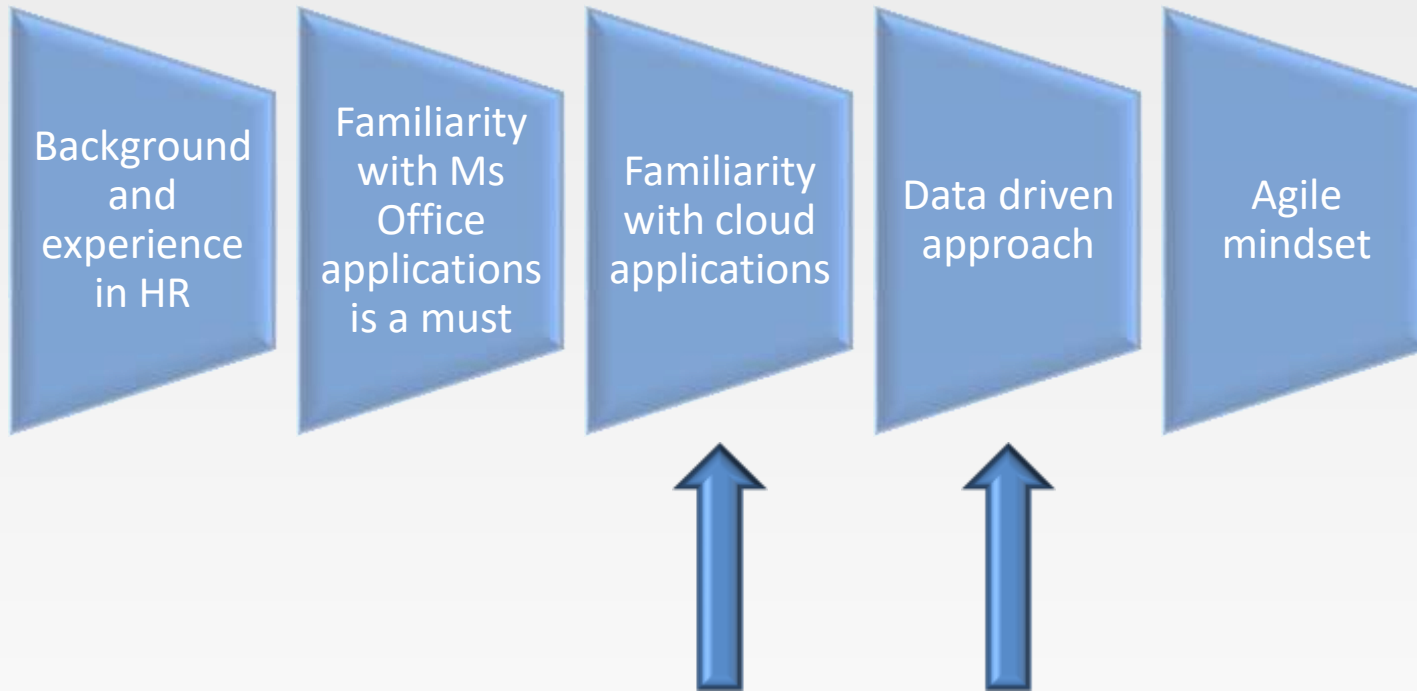
Employees

- Have online access to their performance historical data and the feedback they have received
- Monitor and update the status of their goals
- Have access to their personal development plan and update the progress

HR

- Monitor the status of performance review process with real time data
- Collect and analyze a large amount of data for people development decisions
- Create dashboards and reports about performance
- Easy update of the process

Ideal skillset



Thank you for
your attention

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