Talent Performance - better performing people

Talent Performance is a powerful and customisable online performance management tool providing insight for appraisal conversations, reward decisions, personal development planning and objectives management

Good performance management is about encouraging managers to have on-going performance conversations with their team members. When performance appraisal is implemented as an annual process-focused, even with an interim review, it can become a tick-box, compliance issue rather than growing business capability. With Talent Performance, you put performance management at the heart of your business by enabling a continual, and much more insightful and motivating, dialogue around performance.

Talent Performance gives you a powerful and customisable tool to instil a feedback-friendly culture, set and cascade goals and engage your people delivering their objectives.

Talent Performance lets you choose – and configure – each element of the system to suit the process you wish to follow.

Quick and easy to keep on track, every time

Easy-to-read dashboards give your employees clear information about their progress against specific objectives and the information to then fully engage with what they need to achieve. Managers can see at a glance how their teams are performing against their objectives and HR administration can see who might be holding things up and target specific reminders to encourage them to make progress.

The power of the in-built analytics function means that, both during and after the review process, performance ratings can be viewed and reported upon by the relevant people and a range of reporting formats helps to present the information clearly for the appropriate audience.


A customisable tool kit for Continuous Performance Management

Talent Performance is packed with powerful features. Just about every aspect of the system can be customised for your organisation including the forms, scales, sign-off rules, weightings and e-mails. You can change these to suit different parts of your business so that your performance management fits the diverse working environments in your business - a 'one size fits all' approach rarely fits anyone!

You choose the tools you want to include - and grow the toolkit as and when your managers are ready to use them.

Keeping everyone pulling together: aligning and cascading performance objectives

High performing businesses have a high degree of alignment of personal objectives with business objectives. Talent Performance lets you establish, record and monitor individual, team and divisional objectives and also align these objectives with those of the business. You can, at the touch of a button, cascade objectives across teams or to specific individuals.
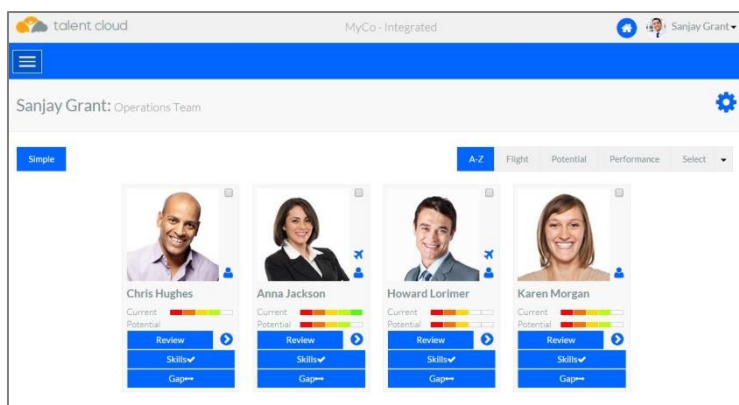
## Check-ins whenever employees and managers want

Gather feedback throughout the year so as to coach and manage performance continuously – although Talent Performance can also provide ratings at the end of year or at interim points. Check-ins can be scheduled, held and recorded whenever managers and employees want to helping to track objectives being achieved, and discuss any stumbling blocks. Users can get feedback from anyone at any time on their performance, achievements and progress.

Keep personal development on track

Development goals come from a wide variety of sources (such as a 360 degree review if using Talent 360 or an identified skills gap within a career path if using Talent Navigator) and Talent Performance provides a single place for these goals to be created, monitored and managed.

Include competency-based assessments

Having created a competency-based role description, managers and employees can complete an assessment of performance against those key competencies. The employee can provide evidence for each competency, the manager can provide subsequent comment - and an overall performance rating can be assigned.
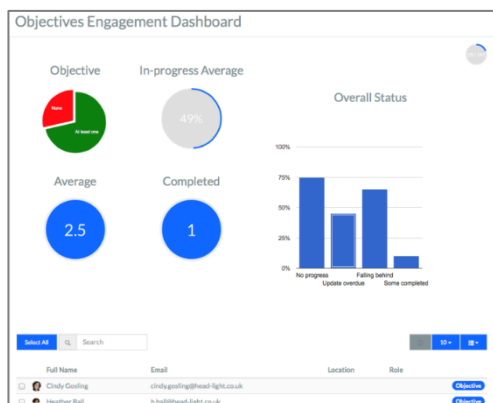
Real-time performance management: the Performance Journal

The Performance Journal within Talent Performance'" enables employees and managers to record, with a single click, a relevant workplace event as it happens rather than relying on memory and hindsight for the post-event review.

A complete holistic view of the organisation

Our software provides a consolidated view of the performance across the organisation and the powerful, in-built analytics function can show outstanding, overdue or low goal alignment, consolidated training and development activities, performance rating anomalies, and the progress of the review process itself.

Integrating Succession planning - Talent Reviews

Talent Performance supports succession planning activities when used alongside Talent Successor as 'Talent Categories', 'Talent Pools' and the 'Talent Grid' enable career mobility and progression.

Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, flexible, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – giving you a money-back Service Level Guarantee. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module, such as Talent Performance, and add further modules as and when you need them.