PERFORMANCE MANAGEMENT

Measure What Gets Done and Recognize Great Work

TalentGuard’s Performance Management software helps us cascade corporate goals and recommend relevant learning to stimulate professional growth. This solution helps us better manage and develop our talent.

- Steve Gregory | Senior Commercial Director, America’s | Mitsubishi Chemical

Employees have three core needs: engaging work, recognition for doing a great job and consistent feedback. TalentGuard’s Performance Management software enables companies to assess behavioral and technical skills, align corporate objectives, create customized development plans and support ongoing feedback. With our technology, recognize and reward people based on key performance metrics. TalentGuard’s solution helps companies move beyond the “one and done” evaluation process to strategic talent management.

talentguard.com/performance-management-software
BUSINESS BENEFITS

Increase Employee Accountability
Foster an efficient business process now and in the future with transparent performance requirements. Expose job expectations and hold employees accountable for their contributions and decisions to achieve noticeable improvements in employee engagement, absences, and organizational commitment.

Pay For Performance
Performance management and compensation planning are two strategic workforce initiatives that must work in concert. Retain top-performing employees, hold employees accountable for desired performance and better control costs by linking compensation directly to employee goals and objectives.

Produce Performance Insights
Measurement of performance drives higher-level outcomes. Report on and compare goals, objectives and review scores to assess progress. This information can be used to refine and recommend relevant training and leadership initiatives by individual, team and overall company.

Continuous Feedback
- Provide employees with continuous feedback on performance all year long.
- Capture performance snapshots (i.e. monthly or quarterly) to assess performance progress throughout the year.
- Solicate 360 feedback on performance goals from multiple stakeholders.

Goal Management
- Establish corporate goals and align them to a department, team, or individuals.
- Managers or employees can establish and monitor goals from a single dashboard.
- SMART metrics can be included to track progress, results and other activity.

Performance Dashboards
- Gain access to valuable information required for day-to-day management and decision making.
- Generate various completion status reports based on participants, managers, and components of the review program.
- Create customizable reports that can be exported to excel or PDF.

Behavioral & Job-Based Reviews
- Create customized assessments using the Likert-Type scale or Behaviorally-Anchored Rating scale.
- Include competencies, descriptions, indicators, ratings, images, and/or comment boxes in assessments.