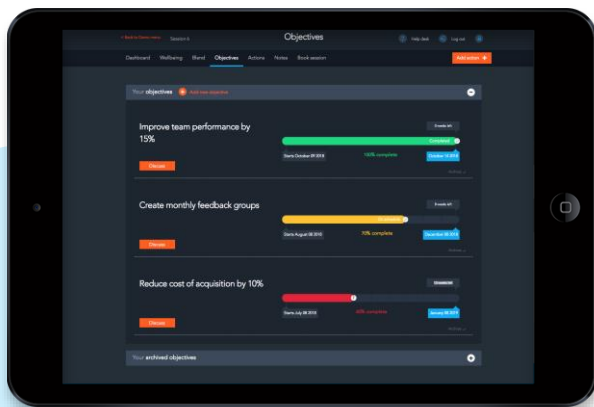


# The future of performance management

For businesses that are serious about creating a high performing workforce the answer sits in a **people centric approach to performance management**.

Open Blend is the **only performance management tool that places people at the heart of the process**. Facilitating **coaching led one-to-ones** that support all aspects of an individual's development journey and enable managers to truly **accelerate the performance** of their teams.

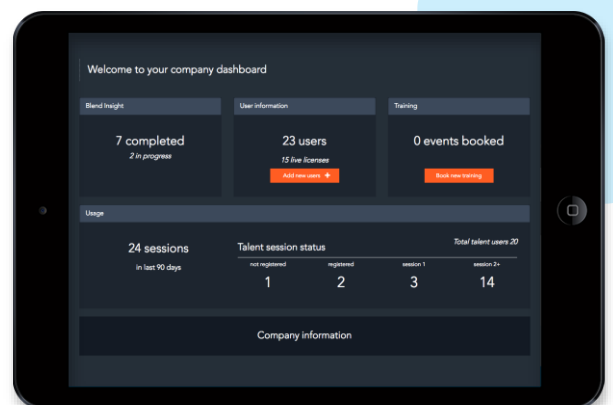


## Performance

Unlike traditional HR tools, Open Blend powers **regular, meaningful and effective conversations** using recognised coaching frameworks including the **innovative Blend tool**. Open Blend removes the labour intensive, often paper based, annual components of reviews and digitalises to suit to **modern workforce**.

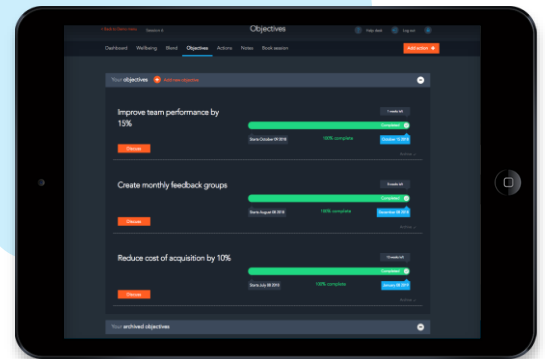
## Importance of managers

**80% of the solution** for an individual to reach their potential sits with their **direct manager**, which means it's vital managers can conduct effective one to ones. Open Blend tracks **usage** and **effectiveness** of one to ones and reports back to the wider business. This identifies people managers that need more support and those that are high performing.



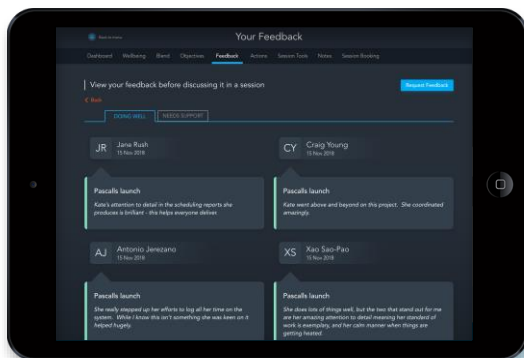
## Identifying & retaining high performers

Employee data in Open Blend is **live data**. Every manager has access to the overview of their talent's progress and actions, in turn **influencing decisions** on high potential programmes and identifying emerging talent.



## Feedback

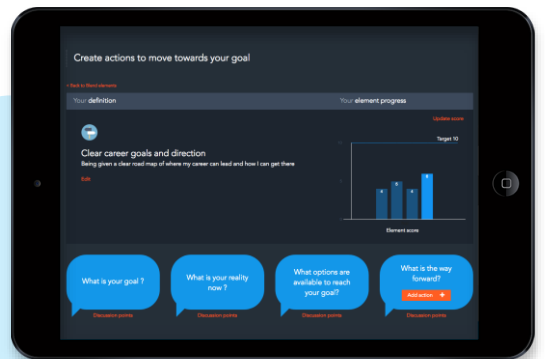
Continuous feedback is vital part of an individuals **development journey**. Open Blend not only collects feedback through a coaching framework, it also supports the manager to deliver the feedback, enabling **effective outcomes**.



## Benefits of coaching

Open Blend is underpinned by 3 rigorous coaching frameworks that are used to facilitate conversations that enable the individual to **improve their own performance**.

Businesses that have managers that coach frequently have **21% higher business results**.



## The modern workforce

The workforce has changed and businesses need to keep up if they are going to **retain, engage and enhance productivity** of their workforce. We live in a fast paced, 24/7, multi cultural tech generation; the modern workforce demands employers who recognize this. Open Blend provides businesses with unique data insight into what really drives their people; reconnecting the workplace and **supporting everyone in the business to thrive**.

