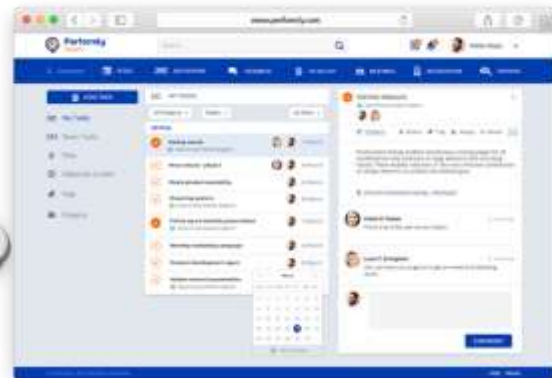# Performly™ Talent

Empowering Talent.

Performly™ Talent

feedback + performance + target + growth

LDC

Why the transformation & digitization of Performance management is crucial?

The way we work has changed.

Employees expect more regular feedback.

Employees expect more regular feedback

feedback

> "We all need people who will give us feedback.
> That's how we improve"
>
> Bill Gates, Microsoft

Promotions, raises and new roles are expected to be data-driven.

Performly Talent

your web-based and mobile app solution to transform your workplace productivity and engagement for the digital age.

Objectives

Objective	Progress	Weight	Due Date	
💲 Beat our Q4 financial targets	▮▮▮▮ 40%	High	March	💬➕ ⋯ ∧
• Achieve > 70,000 $ in product revenue — Jeremy M. Allred				⊂➕ Check in 60,000 / 70,000 $
• Hire a VP of Finance & Operations — Helen N. Partee				⊂➕ Check in • On-Track

OKR

Set specific, measurable, and time-bound goals and OKRs (objective and key results) in just a few simple clicks.

Send & Receive feedback on Objectives.

Smartly Cascade objective through "Shared Objectives" assigning

Check-in & update progress in real-time for better organizational alignment.

We transform Performance Management from A once or twice event to an ongoing process.

We help manage your performance management with less time, money and manpower.

Goals & Competencies

Use technology to prompt and document your business profile.

Competencies

Defined competencies where you can send & receive feedback on and pull them directly into performance & later to development plan.

Development Plan

Type	Item	Method	Due Date	Priority
Competency Development	Communication	E-Learning	February	High
Competency Development	Communication	Coaching By HR	March	High

DEVELOPMENT PLAN — 2016 — + ADD NEW PLAN

Create performance-driven development plans for individuals out of competency gaps & inserted Manual.

Job Description

Have your account with your role at your organization with clear Job description.
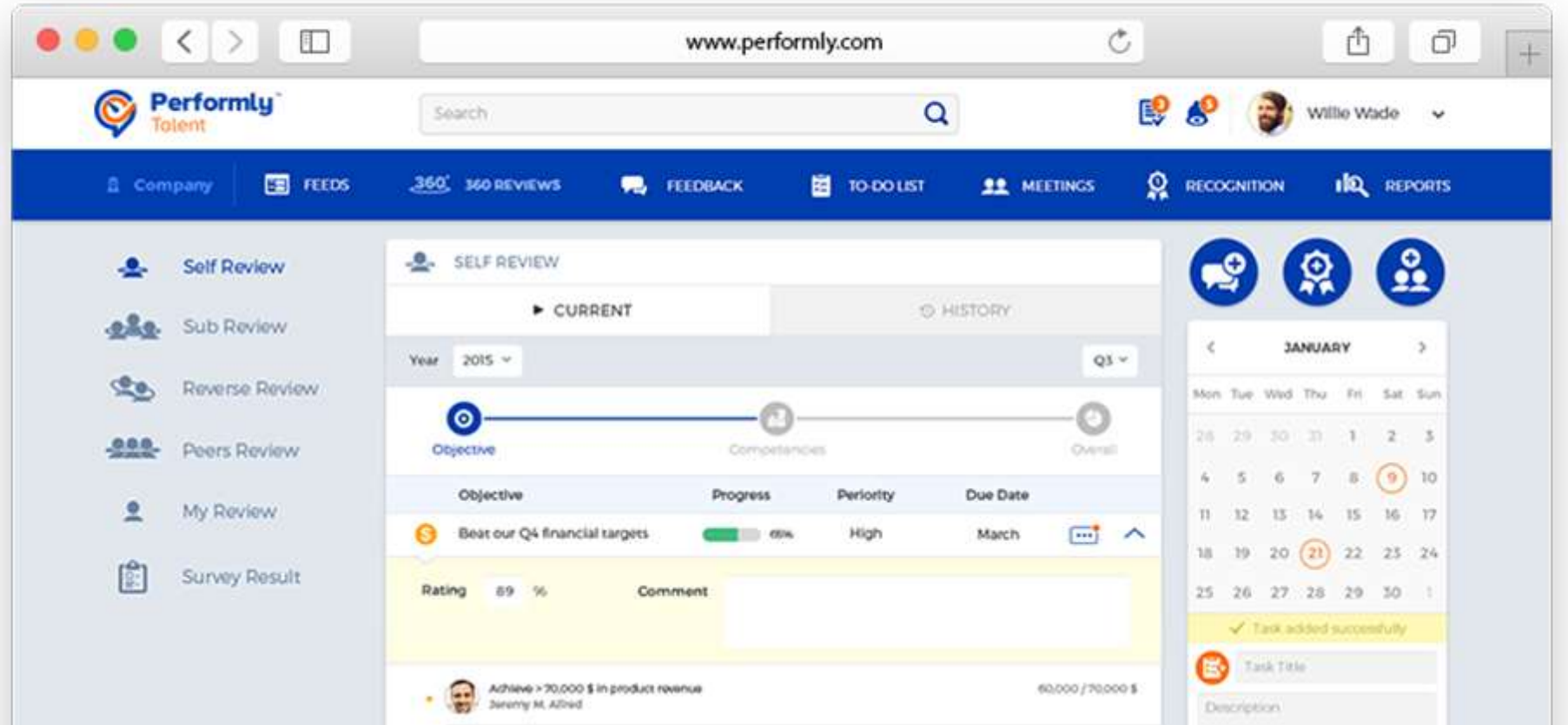
360 Review & Surveys

Reviews from anyone and anytime for better high performance culture and full calibration.

create 360 surveys with your own content and rating, Get & compare results along with overall averages.

Create custom reviews and appraisals that fit your organization performance reviews cycle & style.
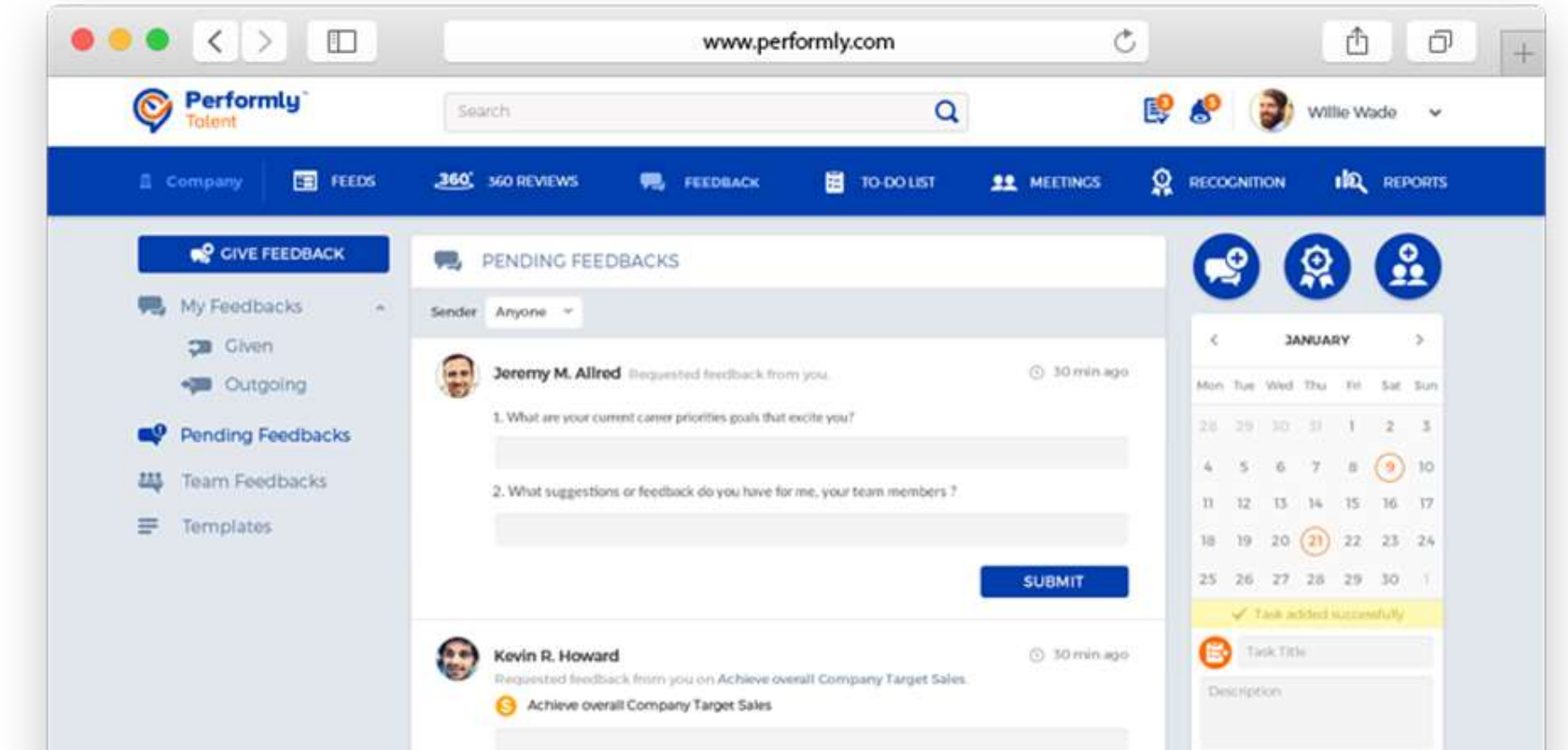
Reviews from Sub, Manager, Peers & self review on Objectives & Competencies.

Feedback

Shift the emphasis of performance management from a once or twice yearly event to an ongoing conversations and Feedback.

Foster a culture of continuous coaching and feedback to elevate performance.

Foster a culture of continuous coaching and feedback to elevate performance.

Meetings

Have 1on1's CHECK-IN'S meetings with ready Templates attached to discuss objectives progress and feedback.

Set meetings with your team integrated with your calendar.

Check in Meeting and write all the meeting points and save them for later reference.

Link meetings to specific objectives along with attached files.

SET A MEETING ✕

Meeting Title

Participants   Janet Welch ⌄   ➕

Link to Objective   Ⓢ Achieve overall Company Target ⌄

Location

Date   📅   Time   ⌄

Duration   15 minutes ⌄

Attachment   📎 Attach File   Market Reasearch Rep.pdf ✕

Questions   ● Template 1 ⌄   ○ Manual

1. What do you think went well this year?
2. What do you think I should do differently next year?
3. What could I do to improve my rating in this area next year?
4. How could I be more helpful to other people on the team?

SET

MEETING CHECK-IN ✕

📅 25 March 2016   📍 Meeting Room
Discussing Q1 Performance Review
Ⓢ Achieve overall Company Target Sales

1. What do you think went well this year?

2. What do you think I should do differently next year?

3. What could I do to improve my rating in this area next year?

4. How could I be more helpful to other people on the team?

📎 Attach File   Q1_Reports 2016.pdf ✕

CHECK-IN

Performly
Intra

To-do List

Create daily tasks for you or your team and get them integrated in your calendar with reminders.

Link tasks to projects or even link to current Objectives.

Have your daily to do checklist in performly and link each task to your current objectives.

Share files in real time along Tasks.

Customer Success Story

Orascom Development Holding (ODH) is a leading developer of fully integrated destinations, including hotels, residential units and leisure facilities such as golf courses, marinas and supporting infrastructure. ODH offers a diverse portfolio of worldwide destinations covering Egypt, the United Arab Emirates (UAE), Oman, Morocco, Montenegro, Switzerland and the United Kingdom. The group operates a total of 35 hotels with 8,016 rooms and controls approximately 100.3 million sqm of land.

Performly was able to create a professional Performance Management implementation where it supports the latest trends like OKRs, instant feedback and 360 reviews. With more than 2K employees across the regions, Performly was able to provide a high functionality solution with instant reporting, through a high availability, security and performance cloud based environment hosted on Microsoft Azure. Also it provide a full system functionality through web and mobile App.

Performly also provided integrated features like Task Management that can be linked to the Objectives to provide full support to achieve KPIs and Competencies.

TESTIMONIALS

"Performly is a different in a way that all users are engaged and looking forward to use it, the user friendly and modern interface makes it easy to use the app along with the multiple integrated features specially Task Management."
Nermine Faltas
Human Resources Director - Orascom Development