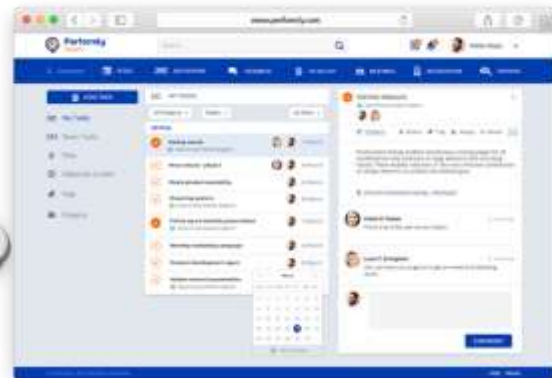




PerformlyTM
Talent

Empowering
Talent.





feedback



performance



target



growth

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.**





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

The screenshot displays the Performly Talent web application interface. At the top, a navigation bar includes the Performly Talent logo, a search bar, and user profile information for Willie Wade. Below this, a secondary navigation bar lists various features: Company, FEEDS, 360° 360 REVIEWS, FEEDBACK, TO-DO LIST, MEETINGS, RECOGNITION, and REPORTS. The main content area is divided into a left sidebar for user management (Objectives, Competencies, Development Plan, Job Description) and a central workspace. The workspace shows a list of objectives for Q1, including financial targets, hiring, and employee engagement, each with a progress bar and status. A right sidebar contains a calendar for January and a task creation form. The footer includes copyright information and links to Help and About.

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Objectives

OBJECTIVES

Q1

+ ADD OBJECTIVE

Objective	Progress	Weight	Due Date	
<div><div>\$</div><div>Beat our Q4 financial targets</div></div>	<div><div></div></div> 40%	High	March	<div><div></div><div></div><div></div></div>
<div><div><div></div></div><div>Achieve > 70,000 \$ In product revenue Jeremy M. Allred</div></div>				<div><div></div><div>Check In</div><div>60,000 / 70,000 \$</div></div>
<div><div><div></div></div><div>Hire a VP of Finance & Operations Helen N. Partee</div></div>				<div><div></div><div>Check In</div><div>On-Track</div></div>

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.

The screenshot displays the Performly Talent dashboard interface. At the top, there is a navigation bar with the Performly Talent logo, a search bar, and user profile information for Jesse V. Woods. Below the navigation bar, the dashboard is divided into several sections:

- ACTIVITY FEED:** A vertical timeline of recent activities. Recent entries include:
 - Helen N. Partee: Checked in for her objectives. (15 min ago)
 - Laura T. Stringham: Recognized Helen for Team work. (30 min ago)
 - Helen N. Partee: Sent Laura a Feedback. (30 min ago)
 - Jeremy M. Allred: Requested feedback from Helen. (15 min ago)
 - Kevin R. Howard: Assigned a new task for Laura. (15 min ago)
 - Laura T. Stringham: Just had 1 on 1 with Kevin. (30 min ago)
 - Helen N. Partee: Added new objective to Jeremy. (15 min ago)
 - Jeremy M. Allred: Just had 1 on 1 with Helen. (30 min ago)
- TEAM TO-DO LIST:** A list of tasks assigned to team members. Tasks include:
 - Kevin R. Howard: Check product availability, Test Results, Press Release, Advertising Campaign Meeting, Financing Options.
 - Laura T. Stringham: Get Help with Ordering Problems.
- OBJECTIVES STATUS:** A section showing progress bars for various objectives:
 - Achieve Job Targets: 50%
 - Quality of Deliverables: 15%
 - Customer Satisfaction: 40%
 - Personal Development Goal: 70%
- Task Creation Sidebar:** A panel on the right for creating new tasks. It includes a calendar for January, a "Task Title" field, a "Description" field, an "Assign" dropdown, a "Link to objective" dropdown, "Due Date" and "Private" checkboxes, a "CREATE TASK" button, and a list of recent tasks with status indicators (e.g., Test Results, Financing Options, Press Release, Advertising Campaign).

At the bottom of the dashboard, there is a footer with the copyright notice "© Performly, All copyrights reserved" and links for "Help" and "About".

Competencies

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

COMPETENCIES			
CORE	JOB FAMILY	LEADERSHIP	TECHNICAL
<div>● Initiative</div> <div>Definition</div> <div>Behaviour</div> <div>Dealing with situations and issues proactively and persistently, seizing opportunities that arise.</div> <div><ul style="list-style-type: none">- Identifies and acts on issues and problems in own area of responsibility instead of waiting or hoping the problem will solve itself.- Tries varied approaches and solutions to resolve a problem.- Persists when marked difficulties arise.</div>			
<div>● Project Monitoring, Control and Risk Management</div>			

Development Plan

DEVELOPMENT PLAN 2016 ▾ + ADD NEW PLAN				
Type	Item	Method	Due Date	Priority
Competency Development	Communication	E-Learning	February	High ✓
Competency Development	Communication	Coaching By HR	March	High ✕ ✎ ✓

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.

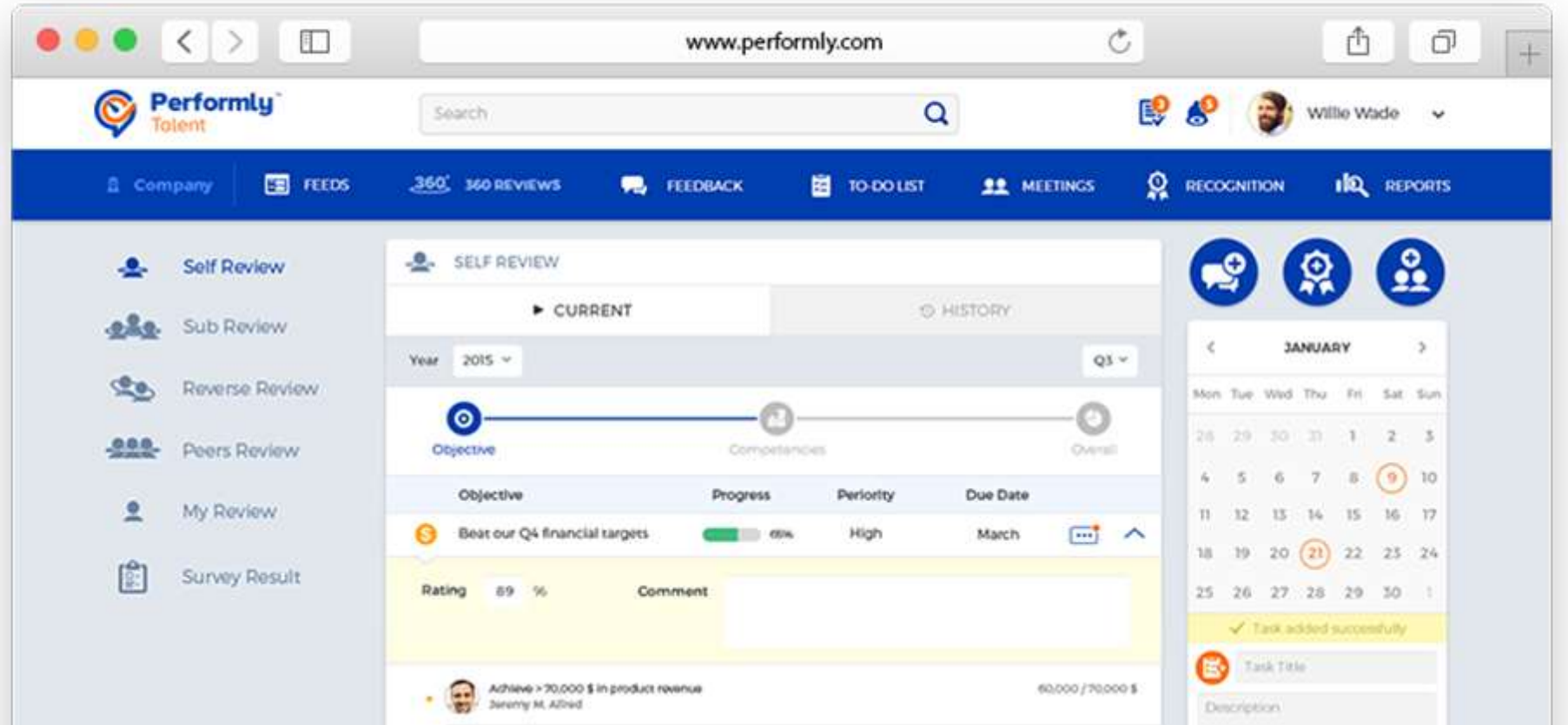
The screenshot displays the Performly Talent web application. The browser address bar shows www.performly.com. The user is logged in as Willie Wade, General Manager. The left sidebar contains navigation links: Objectives (70%), Competencies (50%), Development Plan, Job Description (selected), and Team. The main content area is titled "JOB DESCRIPTION" and lists six categories with their respective tasks:

- 1 Training**
 - Set the training policies and procedures and continually review it
 - Discuss the needs assessment with the HR Business partners and set the Training plan accordingly
 - Review the quarter training calendar prepared by the Learning and Development Specialist and ensure its implementation
 - Manage the attendance reports and analysis
 - Handle budget approvals & payments
- 2 Management and Executive Programs**
 - Prepare the management and the executive programs upon the supervision of the VP for operations and Human Capital by Planning the whole program, managing the deal with the provider, program branding, conducting orientation session to attendees, approvals & payments handling
- 3 Extended Studies Program**
 - Prepare the extended studies program proposal by studying similar policies in other companies, and define its policy accordingly, coordinate the program and get the required approvals
- 4 Budget**
 - Handle the training budget for all subsidiaries, by conducting reviews & managing all approvals with budget team, then setting the proposal by the end of the year to be approved by the VP for operations and Human Capital.
- 5 On boarding Program**
 - Plan an organizational on boarding program as well as coordinate with each HR Business partner the subsidiaries' regarding technical induction (annual)
- 6 Performance Management**

The right sidebar features a calendar for September 2017, with the 1st highlighted. Below the calendar are icons for Meeting, Task, and Multi, and a section for Task Title and 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.



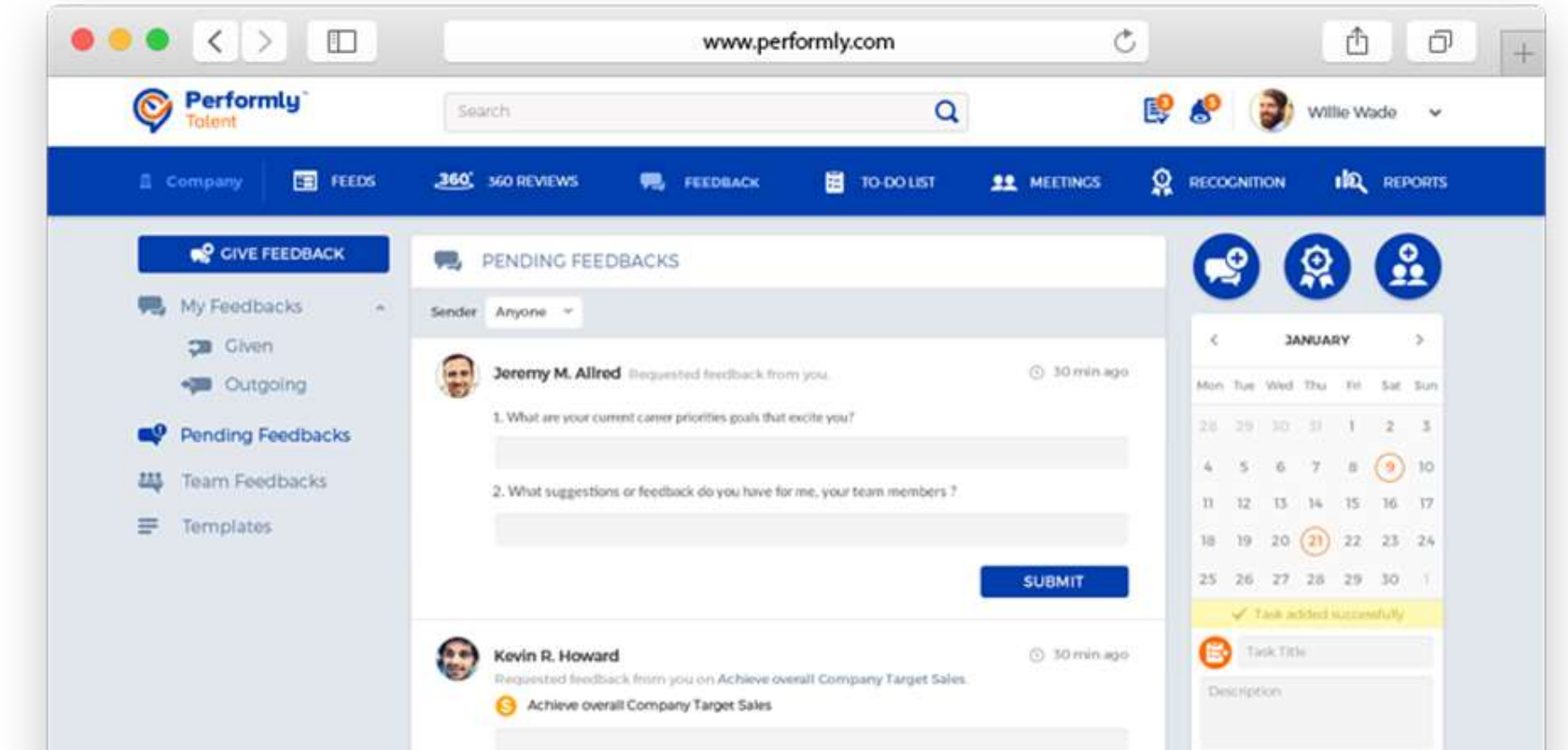
Reviews from Sub, Manager, Peers & self
review on Objectives & Competencies.

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 Research 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

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.

The screenshot shows the Performly Talent web application interface. The top navigation bar includes the Performly Talent logo, a search bar, and user profile information for Willie Wade. The main navigation menu features options like Company, FEEDS, 360° 360 REVIEWS, FEEDBACK, TO-DO LIST (selected), MEETINGS, RECOGNITION, and REPORTS. The left sidebar contains a list of task categories: My Tasks, Team Tasks, Files, Objective Linked, Tags, and Projects. The central 'MY TASKS' panel shows a list of tasks with checkboxes, titles, descriptions, and due dates. A calendar pop-up is visible for March. The right sidebar displays 'TESTING RESULTS' with a description of multivariate testing and user comments.

TO-DO LIST

ADD TASK

MY TASKS

All Projects Public All Time

All Time

- ✓ **Testing results** Expand new Markets Regions 13 March
- ✓ **Press release - phase 1** 18 March
- ✓ **Check product availability** 22 March
- ✓ **Financing options** Expand new Markets Regions 30 March
- ✓ **Follow up on monthly press release** Expand new Markets Regions 15 March
- ✓ **Monthly marketing campaign** 18 March
- ✓ **Product development report** 22 March
- ✓ **Market research presentation** Expand new Markets Regions

TESTING RESULTS

Expand new Markets Regions

13 March Attach Tag Assign Delete

Multivariate testing enables simultaneous testing pages for all combinations and variations of page elements that are being tested. These enables selection of the most effective combination of design elements to achieve the desired goal.

AB and multivariate testing - March.pdf

Helen N. Partee 15 min ago
Thanks a lot Willie, that was very helpful.

Laura T. Stringham 15 min ago
Also we'll make sure we get full insight on market final AB testing results.

COMMENT

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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

HAPPY CLIENTS

