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Performance Management System →

People Management System

More than 92% of firms surveyed believe that their current performance & engagement processes ARE NOT FIT for the purpose…

What Top Managers feel?

- CEO's objectives **lack clear prioritization**

- Teams' goals **are not aligned** well enough with their goals

- Teams **do not stretch** as required for high-growth

What Employees feel?

- Firm's goals are **not communicated** clearly

- **No visibility** of how their daily tasks **contribute** to the firm's annual goals

- **No continuous feedback** on whether they going in the right direction

- **Missing appreciation** in the culture

Current systems cause **misalignment of goals and priorities** and **disengagement**

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Productization of workflows validated by global clients

PERFORM PLAN
(2021)

- Set Annual Priorities and Objectives
- Define Annual Key Results and break down to Monthly Key Results
- ALIGN: Cascade current Month's Key Results to Teams' Monthly Key Results & Weekly Initiatives
- Daily Initiatives & Monthly Key Result View
- Collaborative Chat for performance engagement and regular notifications
- Goal Exception management
- Relative contributions by each of the Reportee to respective Manager's Goals
- Relative Goal Weightages within each Individual's Goals
- Forward Planning, beyond the current month
- Alternate OKR workflows: Set up departmental KPIs, KPI automation for process teams

DEVELOP PLAN
(2022)

- Set up organizational skill sets – behavioral
- Set up departmental skills sets -- functional
- Measure individual skill sets through snapshots
- DEVELOP: Identify skill set gaps by each Resource, lead to Learning, measure performance impact, repeat again
- Year-End Analytics

Single Chat interface for all HCM workflows, Zero Setup, Zero User Training required

APPRECIATE PLAN
(2015)

- Social Wall of Fame
- Peer to peer appreciation
- Manager Awards, CEO Awards
- Birthdays, Work Anniversaries, Milestones
- Surveys, Quizzes
- Global Redemption options

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PossibleWorks' globally recognized platform

Innovation in Talent Management
6th HR Tech Asia Congress, Kuala Lumpur 2015

Best Rewards & Recognition Programs
24th World HRD Congress, Mumbai 2016

KPI Gamification, In House Large BPO
Contact Center World Awards, Las Vegas 2016

10 Best HR Solution Providers
The Silicon Review, 2018

India's top 50 Startups to Work with
The Silicon India, 2017

Les Innovateur Top 15 France Canada Chamber of Commerce | Toronto 2018

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Agile Goals, Tasks and Continuous Feedback are key to drive engagement & productivity

Quarterly (vs annual) goals help companies generate

31%

HIGHER RETURNS, monthly goals give BETTER RESULTS

Josh Bersin, 2018

More than

85%

employees believe they can perform BETTER with more FREQUENT FEEDBACK

TriNet, 2019

Priority + Agility = High Performance

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Performance & Engagement objectives we assist in achieving

CEO
- Clarity & prioritization of Objectives
- Organizational agility
- Remote working dynamics

Managers
- Real time visibility into team & individual progress
- Continuous on-going feedback to avoid year end surprises
- Enable Line Managers to be better People Managers
- Conversational interface for on-going reviews

Employees
- Sense of alignment, appreciation
- Factual & data driven performance management with zero subjectivity
- Focus on not just the "What" but also the "How" part of goal achievements
- Ensure consistency in manager feedback & final appraisals, reduced friction

HR/Admin
- Easy setup
- Low on-going admin
- Focus productivity & act as enablers

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Agile Goals

Prioritize organizational objectives, set, measure and achieve high performance goals, improve Manager-Mentee engagement

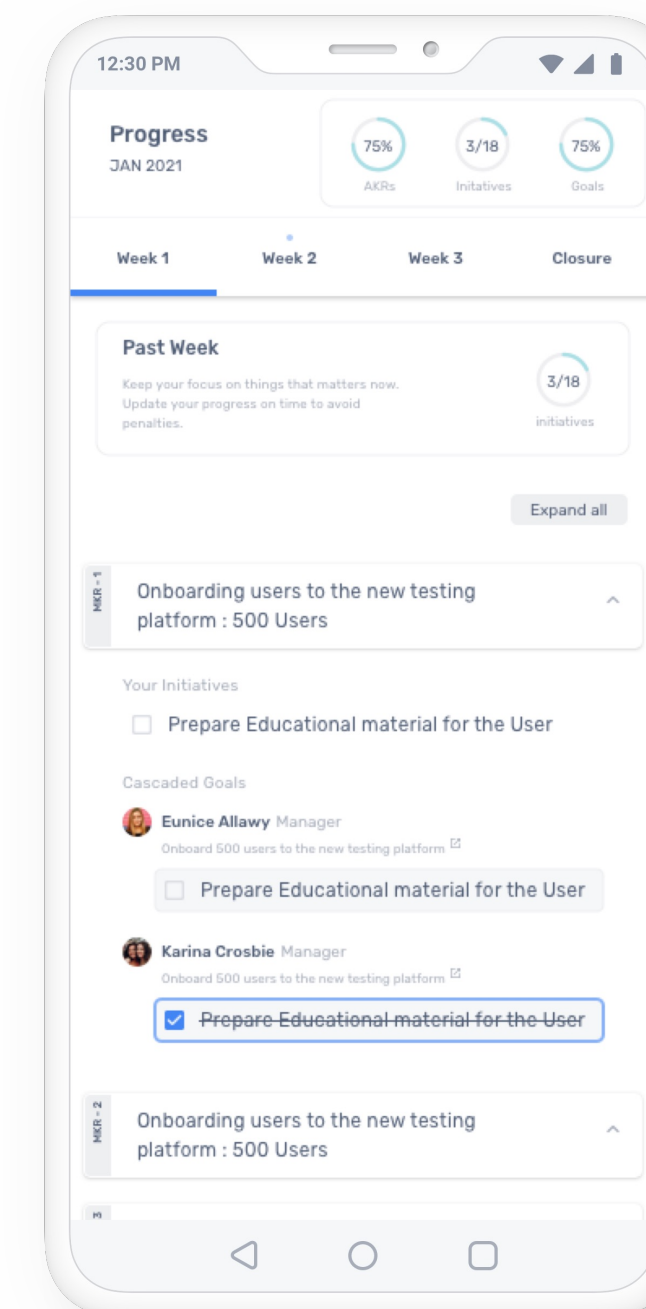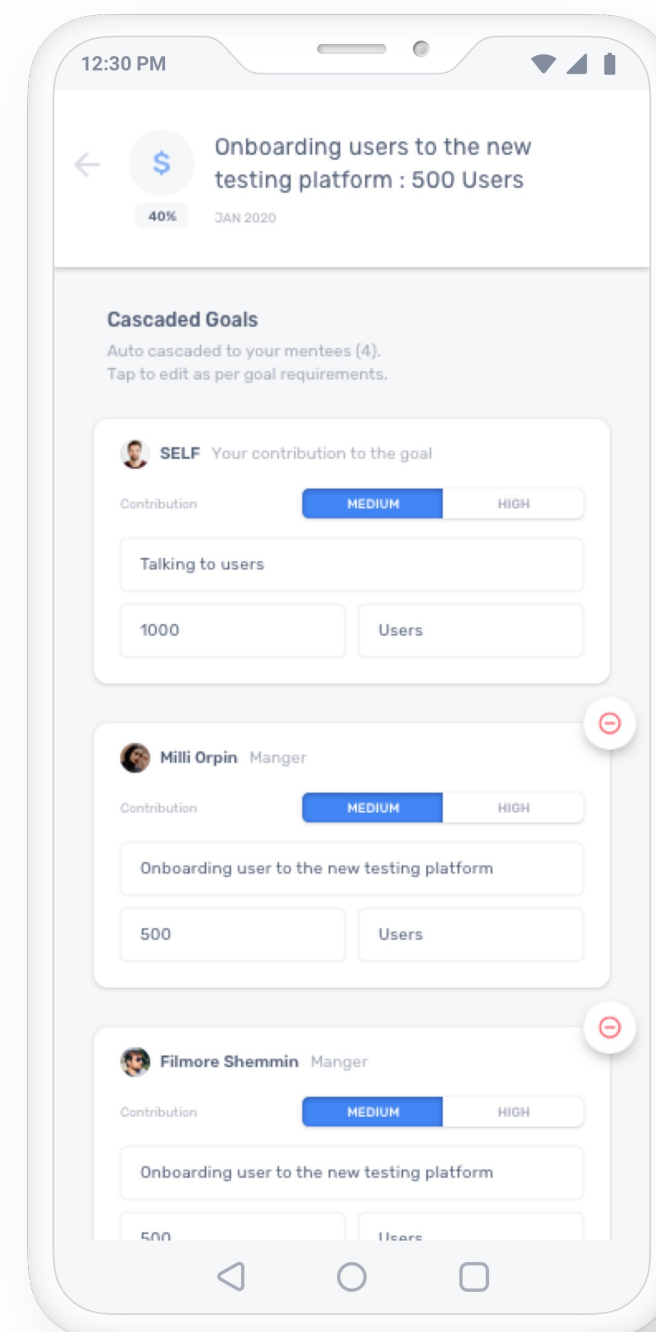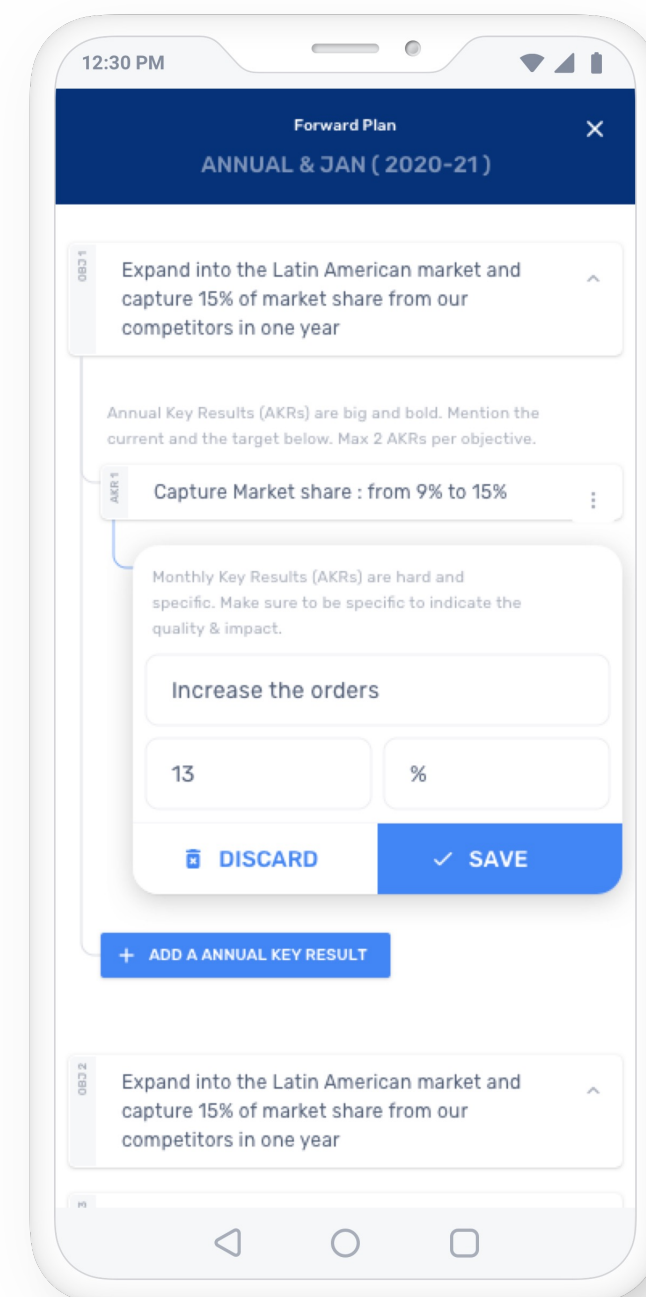## OKR/ KPI based prioritised Goal Setting

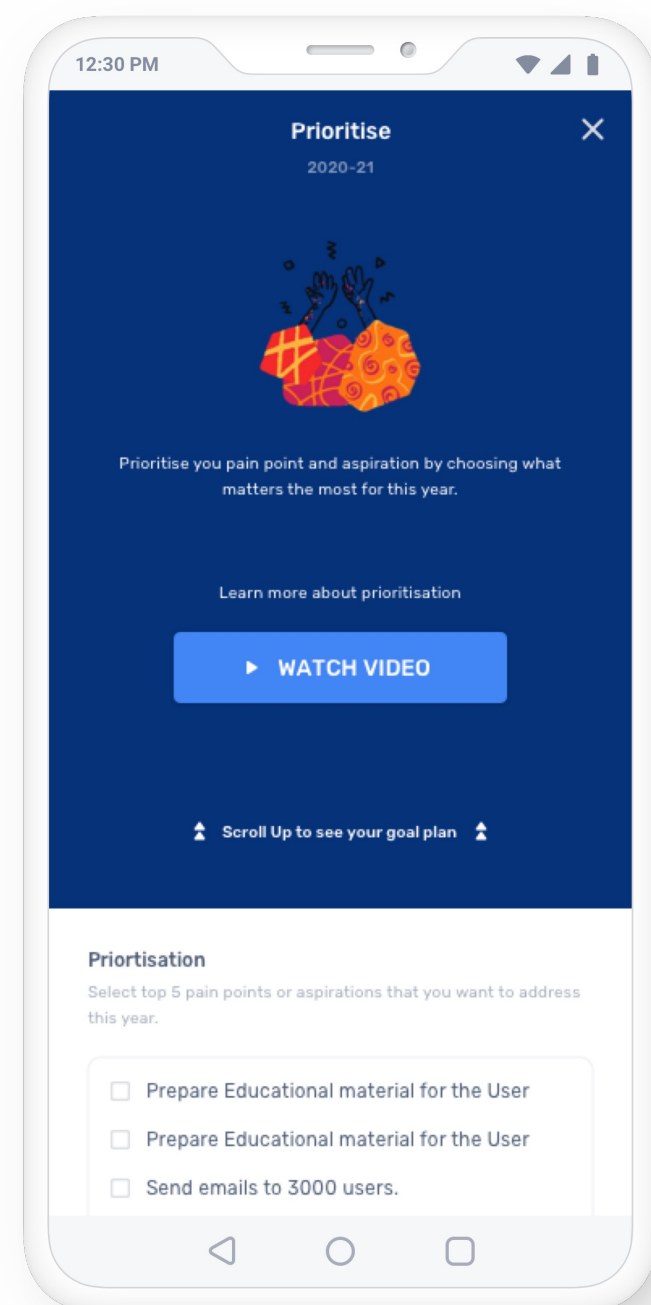## Agile Updates & Review

CEO Prioritizes Annual Objectives

Sets Annual & Monthly Key Results

Managers cascade goals to teams; break them in periodic tasks

Employee Updates Tasks/goals progress on daily/weekly basis

Manger reviews /approves performance for the period
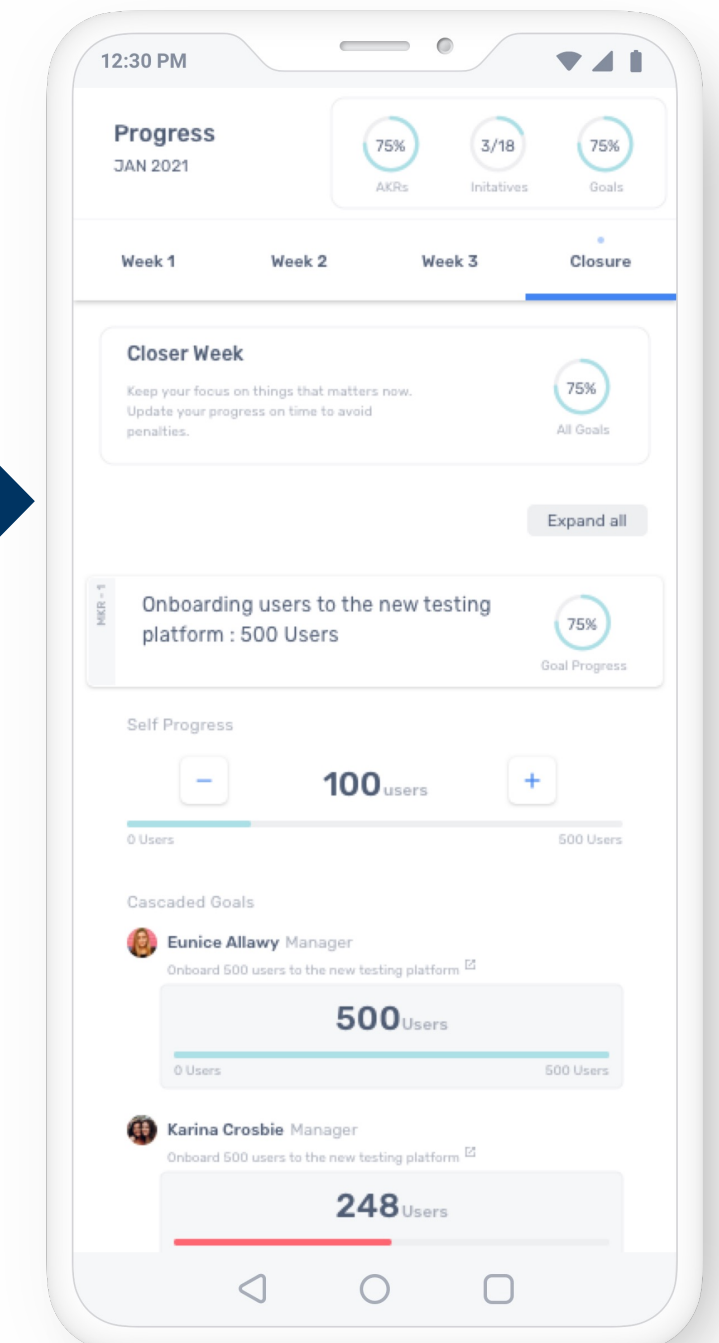
Feedback 360

Assess behavioral skill sets, measure impact on goal achievement and performance, drive employee development

Set up the behavioural competence framework specific to the firm
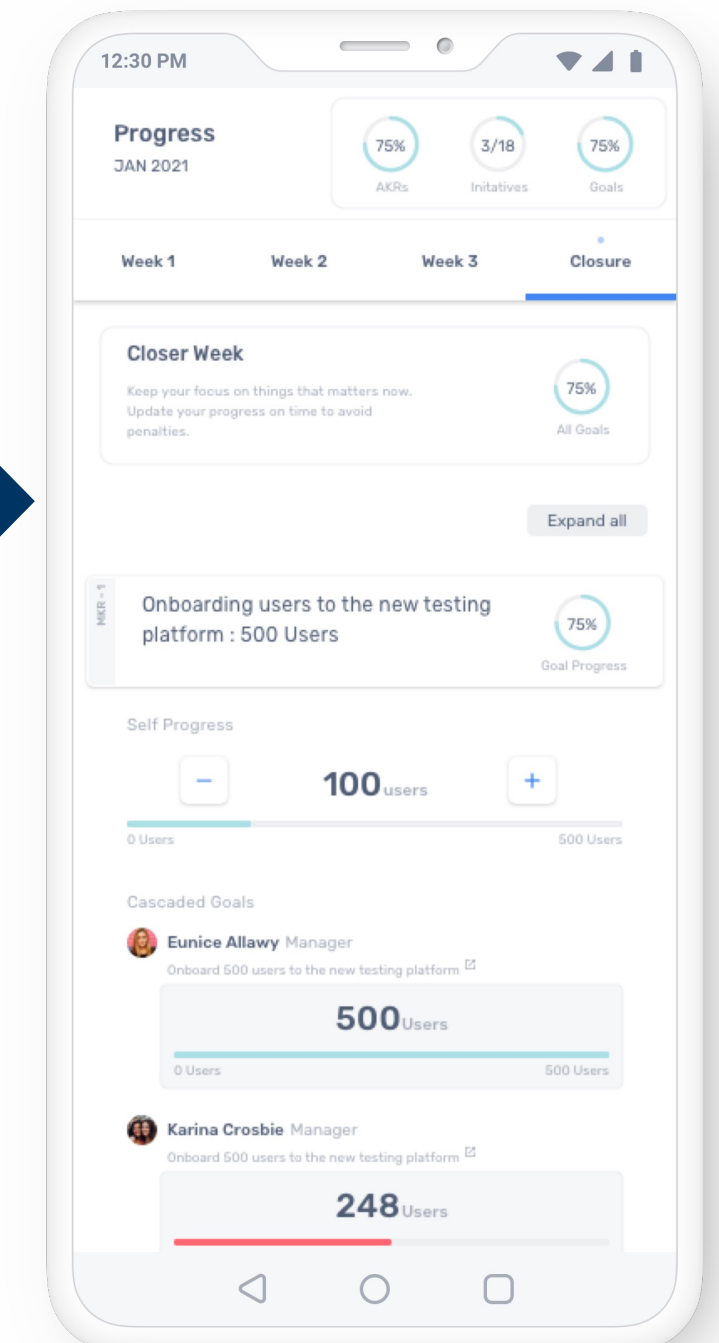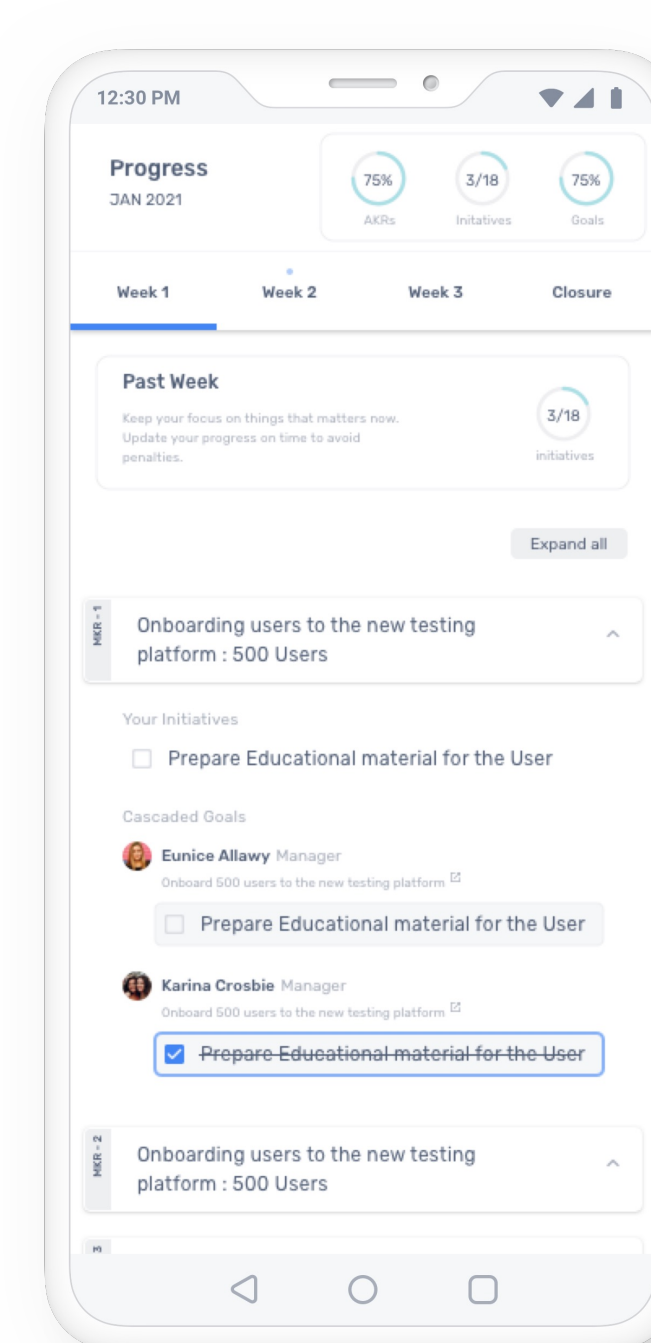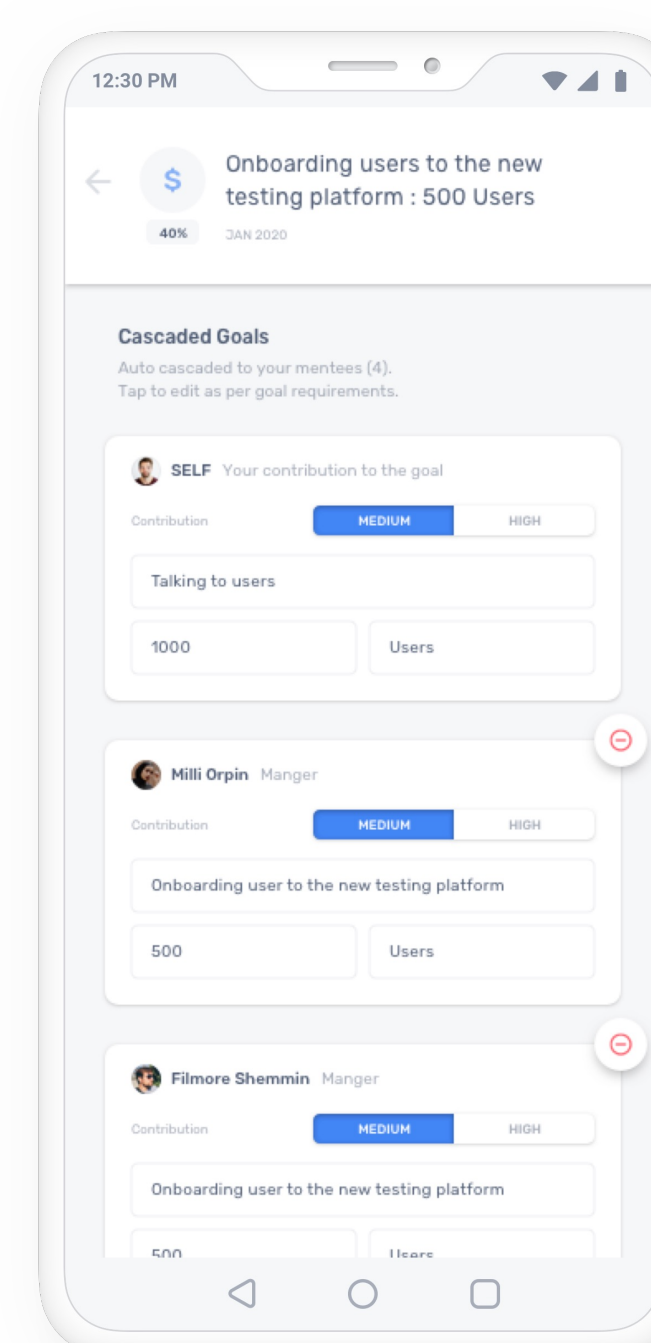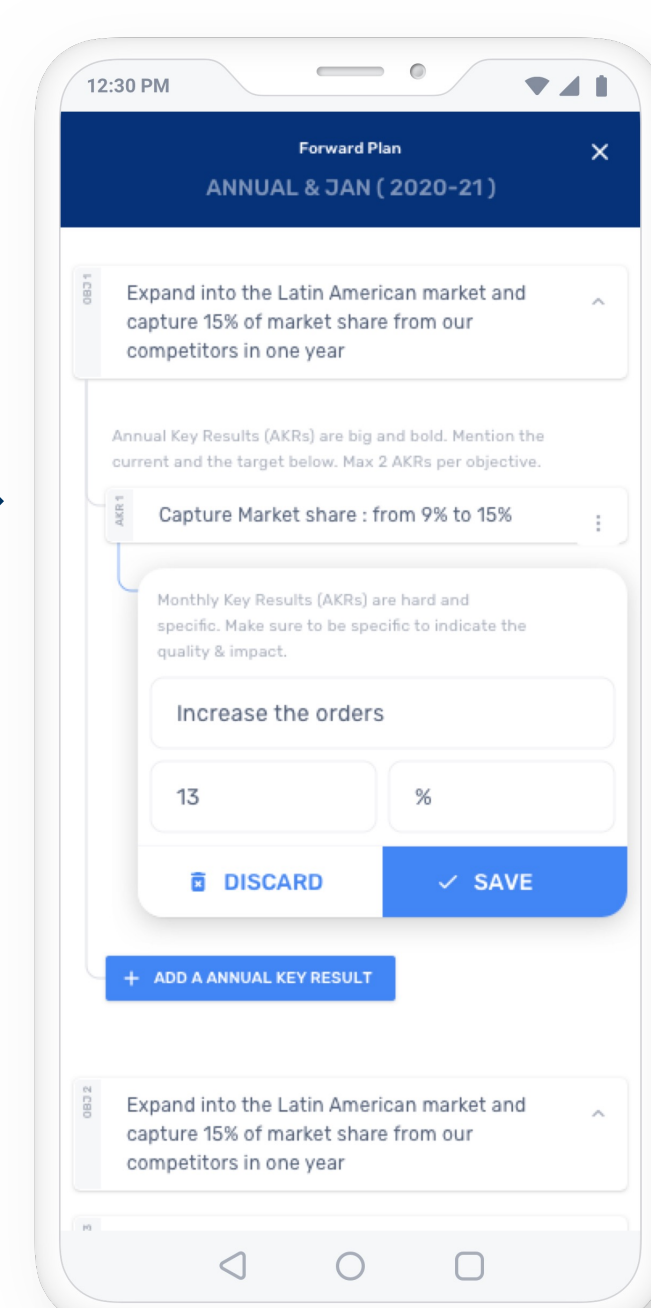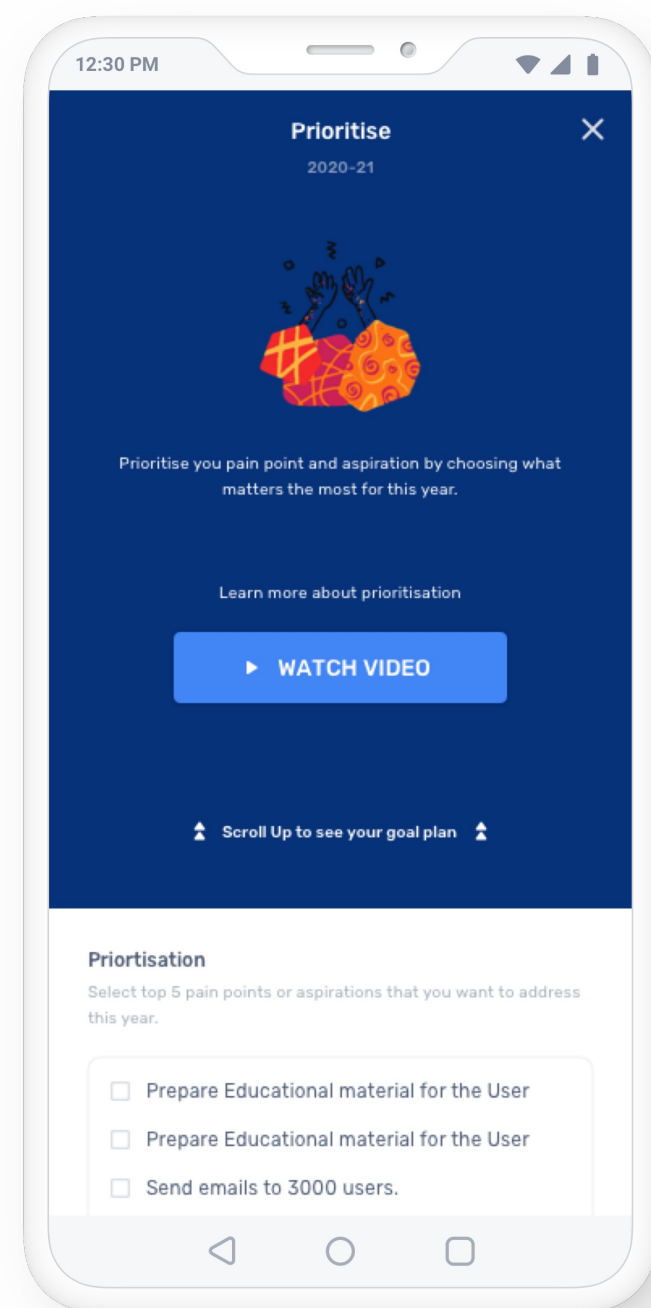
Self assessment & Manager Review

Client Admin sets up the Assessment instance

Defines the elements of assessment

Customizes the questionnaire by department and/ or grade

Employee submits self assessment

Manger reviews and adds the differential assessment

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Thank You

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