



Workscope Performance Manager

A highly interactive and easy-to-use employee performance management solution that automates the evaluation process, enables alignment of employee goals with corporate objectives, and provides visibility into individual, team, and organization-wide progress toward key strategic targets.

The screenshot displays the 'Performance Manager' interface for user 'Fred Disilva (ID: X3003)'. It features several sections:

- Fred Disilva's Objectives (80%):** A table with columns for Name, Weight (100%), Obstacles, Progress, Due Date, and Actual End Date. It lists four objectives with progress bars and status indicators (e.g., 'Build teams capable for new ac...', 'Complete strategic financial plan...').
- Fred Disilva's Values (20%):** A table with columns for Name and Description. It lists three values: 'Building Effective Teams and Motivating Subordinates and...', 'Collaborative Leadership', and 'Leading Change'.
- Fred Disilva's Development Activities (0%):** A table with columns for Name, Activity Type, Development Area, Progress, Due Date, and Actual End Date. It lists two activities: 'Complete required employee train...' and 'Mentor a junior member of a team...'.

end-to-end processes that identify top talent, pay for performance, increase employee retention, and help ensure competitive success.

Featuring an intuitive Adobe® Flex®-based interface, Performance Manager delivers a highly interactive Web-based application experience for employees, managers, and HR alike. The application interface prompts and guides users through each step of the performance management process, keeping the review cycle moving forward with minimal need for HR intervention. An easy-to-update employee profile puts current goal status, competencies, career path information, and more in a single, convenient location. Dynamic management dashboards with team and individual views provide at-a-glance insight into group and employee performance status.

With Performance Manager, managers and employees are engaged in a year-round performance management process that keeps the entire organization on track to achieve established corporate goals.

The Challenge

In today's highly competitive business environment, finding ways to attract, reward, and retain top talent is more important than ever before. Because employee compensation is typically a company's largest cost center, you need to make sure you're getting the most from your compensation spend. You need to move beyond traditional annual performance reviews to continually assess individual and collective progress toward key strategic initiatives year-round. This takes an automated, systematic, and highly interactive approach to performance management that enables you to reward employees for contributions that help achieve corporate goals and drive bottom-line results.

The Solution

Workscope Performance Manager™ provides integrated tools and information for cascading goals throughout the organization to drive higher workforce performance. Workscope Performance Manager automates the entire performance management process — from goal planning to evaluations — and aligns individual goals with corporate objectives to keep the entire organization focused on strategic priorities. Performance Manager shares a common Web-based application platform with Workscope Compensation Planner™ to enable integrated

The Advantages

Reduce Performance Review Cycles

Workscope Performance Manager significantly reduces review cycle times by automatically routing online evaluation forms according to pre-defined workflows. Automated reminders for pending or overdue tasks keep the review process on track. Automatic population of review forms with up-to-date goals from the employee profile, assignment of competencies, and instant access to goal-related comments and feedback all help managers complete performance reviews with unprecedented speed and efficiency.

Improve Performance Plan Effectiveness

Optimizing employee performance is a dynamic, ongoing process — not a static, once-a-year event. Workscope Performance Manager provides the framework and tools for transforming performance management into an interactive, employee-centric process that consistently drives results.

It lets employees and managers work together in setting weighted SMART goals, competencies, and development activities to create ranked priorities that align with manager and corporate objectives. At any time, employees and managers can check goal status to keep progress moving in the right direction.

Pay for Performance

Because Workscope Performance Manager is tightly integrated with Workscope Compensation Planner, managers are able to tie compensation awards directly to performance ratings as part of an integrated pay-for-performance program.

Meet Stringent F100 IT Requirements

Workscope Performance Manager provides high availability, full redundancy, robust security, and real-time monitoring through a hosted SaaS delivery model. Users can rely on 24x7 access with confidence that valuable employee data is protected. What's more, Workscope's hosting sites and procedures have passed rigorous audits of global F100 firms.

Product Highlights

Goal Alignment

With support for aligning goals, Workscope Performance Manager enables organizations to motivate the entire workforce — including individual contributors, managers, and executives — for the successful execution of corporate strategy. Goal alignment provides an effective way to link individual performance directly to strategic priorities and to help employees at all levels understand how their contributions impact bottom-line results.

An Employee-Centric Interface

Workscope Performance Manager features an intuitive Adobe® Flex®-based interface — with integrated employee profiles — to engage users in a highly interactive Web application experience. Employees are able to manage and update their profiles to reflect changes in goal status and record completion of development activities. As managers or employees add goals to employee profiles, Workscope Performance Manager automatically includes those goals in individual performance plans based on dates. This way, you can ensure that performance plans always reflect the most up-to-date employee information.

Powerful Management Dashboard

Managers can view and analyze all performance-related information for their employees through a dynamic management dashboard. Featuring team, individual, and summary views, the dashboard gives managers at-a-glance visibility into the status of their team and its processes.

Dynamic Routing Workflows

With Workscope Performance Manager, you can route performance evaluations through the proper review and approval channels.

Scalable, Secure Technology

Workscope solutions leverage an open and scalable service-based architecture delivered from hosting centers that support ISO 27002 security standards and the needs of large and medium-sized enterprises. Because Workscope provides certified, secure, hosted solutions, clients enjoy peace of mind that their applications are always available and their employee data is always safe.

VP of HR/Organizational Development

- Gain visibility into the performance review process
- Compress review cycle time
- Set corporate strategies to drive individual employee activities
- Identify top performers and high-potential employees

Managers

- Instantly view team or individual employee goal status
- Drive targeted performance by linking weighted goals and objectives
- Promote specific priorities and goals
- Receive automated reminders to ensure timely review completion

Employees

- Collaborate with managers to ensure clear definition of goals
- Update and manage goals and development activities
- Feed information automatically from employee profiles into performance plans
- Capture comments and goal status year-round
- Clearly understand goal priorities