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# PURPOSE- DRIVEN PERFORMANCE MANAGEMENT SOLUTIONS



**HR Performance Solutions**

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# WHO WE ARE

## Vision

To bring consulting and technology together to provide best in class functioning integrations that automate and optimize the human capital management experience.

## History

HR Performance Solutions has been consulting HR Managers and Directors since 1989. With well over 100 years of cumulative HR experience we have become thought leaders in the industry, incorporating innovative practices and ideas within our core applications for performance, learning, and compensation management.

## What We Do

Performance Pro is a customizable and scalable application that can be configured to meet the changing needs of any organization. Performance Pro automates any process in an organization from performance improvement plans, disciplinary actions, to check-ins, development plans, and performance evaluations.

The application provides over 140 competencies with objective behaviors, over 500 goals that can be assigned through the organization and aligned with strategies/objectives, artificial intelligence SMART goal setting, comment coaching to guide managers to leave more meaningful feedback, best-in-class performance analytics and integrated learning management unlike anything else on the market.

The integration of Performance Pro with The Learning Center allows you to easily create that alignment between learning and performance, thus increasing employee engagement. The Learning Center includes 500 learning courses, a course authoring tool that gives you the freedom to create your own courses and quizzes, data analysis, ability to host SCORM files and external content, ability to link to videos and external content, position specific learning plans, and more.

**Thank you, and  
we look forward  
to working with  
you.**

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A top initiative in HR is automating and increasing efficiencies. As a result, companies are in search of a simple meaningful performance management process. There is a growing need to incorporate best practices and industry trends in a scalable manner that does not disrupt the culture of the organization.

In 2020 economy competition for talent continues to be high. The need to provide consistent feedback and employee development is key in improving the employee experience and keeping employees engaged.

Companies focus on legal compliance and need documented performance improvement measures in place.

Performance Pro helps organizations customize simplify and automate meaningful performance processes.



# DISCOVERY QUESTIONS & RESPONSES

## **Have you automated your performance management process?**

Many companies have a manual paper process that is cumbersome to keep track of where everyone is in the process of appraisal. Administering the appraisal can also be difficult for organizations with multiple locations or when management is not in the same location as employees. Shuffling paper is a time consuming non efficient process.

Performance Pro can mirror your paper process, automate it and make any changes that you would like to make to the process. The system customizes to fit your process, you do not have to change your process to fit the application. Performance Pro includes a performance management consultant with implementation to provide guidance on best practices and industry trends. If you are looking to make changes or revamp your process our consultants and libraries of pre-built content in the system will make designing a process specific for your organization simple as well. The system is easy, the implementation is easy, so your company will have a simple meaningful process.

## **Do you have a process for employee development?**

Only 21% of employees see opportunities for personal career growth at their organization. Top performing employees are often times career focused. In a very low unemployment market not having visibility into what your career can be within the organization can drive top performing employees to seek employment with a new company. Employees have an increasing need for access to training and development that can position them well for the future. Performance Pro gives you the ability to create development plans, link them to positions, track performance of annual evaluations vs development plan performance. Performance Pro also has integrated learning management that can be connected to development plans to support employees along the path to advancement or further development in their current role.

## **Do you have a way to facilitate ongoing feedback in your organization?**

Performance pro has functionality that will facilitate on going feedback, check ins, 360's and the ability to have quarterly mid-year and annual appraisals. Employees and Managers will have more consistent feedback to increase employee engagement productivity and focus on key objectives and competencies.

## **Do you set and track goals in your organization?**

Performance Pro comes with a customizable library of goals. Goals can be created by employees and approved by managers, managers can create goals and assign them to employees and admins can create goals and cascade them to different divisions, locations, departments and managers. Link goals to departmental or organizational strategies. Track the progress of goals, set reminders around goals. Performance pro's goal management is a robust tool that can increase employee sense of purpose by aligning their objectives with the strategies of the team or organization as a whole.

# KEY FEATURES

- Customization & Scalability
- Easy-to-use
- Performance Data & Analytics
- Email Alerts
- Goal Management/Cascading Goals
- Simple, Automated Workflows
- Language/Legal Check

# ADDITIONAL BENEFITS

Employee Engagement

Succession Planning Analytics

Development Plans

Career Plans

Compensation Salary Administration

Merit Increase Planning and Modeling

