Performance Management

Foster a culture of continuous development
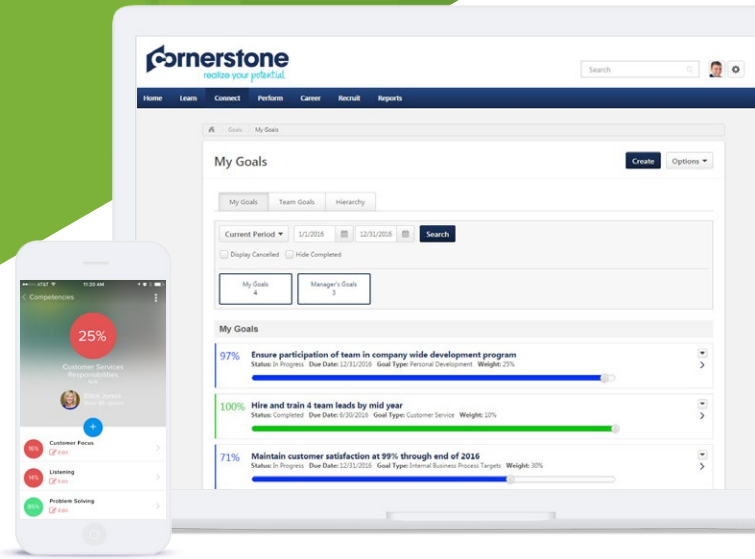
The employee performance management process is ineffective, cumbersome, and inconsistent. Most managers find the approach time consuming and burdensome, while employees find performance reviews to be unfair and unhelpful. With a growing influx of Millennial employees, there has been a major shift in employee expectations. The modern workforce wants coaching, mentoring, and rapid career progression and development.

Move beyond painful performance management processes and rethink the way you inspire great work and motivate employees. Easily facilitate ongoing coaching and provide the regular and timely feedback your employees crave. With Cornerstone Performance, you finally have the complete performance management technology that enables managers to benchmark employee performance, align employee activities with organizational strategy, and provide the ongoing feedback your employees want.

Foster Continuous Development

Easily facilitate ongoing coaching and feedback throughout the organization to drive a culture of continuous development. Provide regular and timely feedback the modern workforce craves – allowing you to quickly identify and respond to potential problems, nurture development, and productively achieve goals.

Increase Employee Engagement

Create development plans to cultivate talent and develop skills – helping employees prepare to achieve future business goals. Inspire and motivate employees by providing transparency into how they contribute to the overall business goals.

Drive Business Alignment

Provide the goal-setting tools your employees need to ensure they have clear, measurable, and meaningful goals that align to the overall business strategy. Easily track goal progress and identify when goals are off track or need to be adapted to changing business initiatives.

Cornerstone

Motivate employees and inspire productivity

Performance Reviews & Goals

- Configure performance reviews to fit your needs
- Cascade goals throughout your organization to ensure business alignment
- Develop clear, measurable, meaningful goals
- Track progress and performance on goals

Continuous Feedback

- Allow employees to request more structured and simplified feedback
- See feedback on goals within the Performance Review
- Facilitate continuous conversations about employee performance
- Gather feedback from various sources to gain a comprehensive view into employee performance
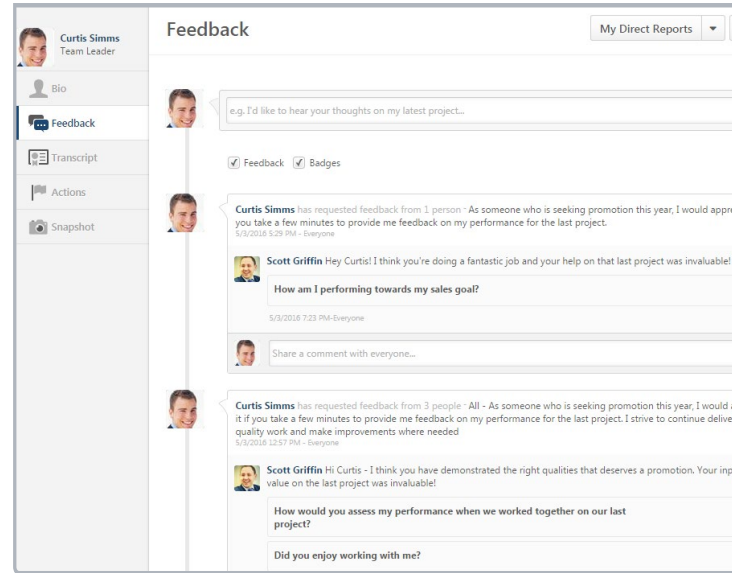
Competency Management

- Configurable competency models
- Define roles and map required competencies and training
- Identify how employee's skills align with those required for a specific role
- Observe, record, and assess competencies in the field

Development Plans

- Personalized career development plans
- Address skills gaps and boost strengths
- Link to competency assessments
- Attach comments and feedback

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realize your potential

Cornerstone OnDemand is the global talent management software provider that is pioneering solutions to help organizations realize the potential of the modern workforce. **csod.com**

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