



A New Approach to Performance Management

Companies are looking for new ways to conduct meaningful, actionable and productive performance conversations. Not only are current processes inefficient, time-consuming and infrequent, they often do not yield any worthwhile benefits.

As team-based workplaces become more common, it is harder to track and rate individuals, and meanwhile, there is a need to develop people faster due to talent shortages across many skillsets and industries. In addition, Millennials, who grew-up using real-time applications such as Facebook and Twitter, prefer more frequent feedback, including coaching and recognition.

HighGround's platform addresses these challenges by putting your most important asset - your employees - at the forefront and turns annual performance reviews into real-time, meaningful coaching and feedback discussions. We help your company refine review processes and maximize results. These timely, topic-specific and future-focused conversations help your workers recognize personal strengths and take charge of their career development while enhancing the company's culture.

For companies that are not interested in performance reviews at all, HighGround provides online documentation that is a "report card" summary of the employees' interactions

throughout the year. It includes all recognitions, goals achieved and a snapshot of coaching conversations. The report card is available for you to view at any time, allowing you to quickly and easily celebrate accomplishments and continue to set new goals

Leverage HighGround to:

- Set and track individual and team goals, objectives and key results (OKRs) quarterly that are aligned with company goals.
- Make goals transparent across the organization.
- Deliver and receive requested continuous feedback.
- Set frequent check-ins between the manager and the employee and quickly document important parts of those conversations.

HighGround Performance Management Benefits

Using HighGround's easy to use, social and mobile performance platform, you can:

- Generate transparency across the organization
- Ensure performance management consistency for all employees and managers
- Save time and effort with the automated, Web-based process and innovative features, including mobile functionality
- Increase visibility into positive performance and improve poor performance
- Deliver more personalized reviews to build better relationships
- Provide frequent feedback in a virtual environment
- Collaborate with other teams, departments and geographic locations to support a stronger company culture
- Track progress often and leverage reports to identify high-performing individuals

Make Your Engagement Program Best-in-Class

Building an environment that enables ongoing performance management is crucial but just one element of a sustainable engagement program. Companies with best-in-class engagement programs utilize the HighGround platform for not only continuous feedback and talent development, but also for rewards and recognition, capturing the voice of the employee and analytics as well.

To learn more about how HighGround can help drive employee engagement, **visit: www.highground.com**