

Traditional performance management is often associated with words such as **ineffective, outdated, unrealistic and time-consuming.**



Spending 40+ hours

of paperwork for one annual review wastes time and money that could be spent on other work.



More than 50%

of managers indicated they don't have adequate training on how to conduct reviews.

Failure?

Getting a numerical ranking other than the very best translates as "failure" for some employees.



Almost 70%

of employees report they don't find their performance management system to be fair.



88% of managers

don't believe the performance management process is worth the time put into it.

MEET HIGHGROUND.

Our simple, mobile-friendly platform helps organizations effectively develop and positively recognize employees to fuel better performance and improve overall company culture.

Leverage HighGround to accomplish three key practices that will help modernize performance management at your company:

Enable Agile Goals

Our solution will empower your employees to take control of their career development by guiding them through dynamic goal cycles. Managers and peers can collaborate with them on their progress toward achieving those targets, creating transparency and accountability across the organization. Your employees can create, update and modify goal progress anytime, anywhere.

Conduct Real-time Coaching with Frequent Check-ins

Gone are the days of once-a-year reviews between manager and employee. Today's employee wants constant feedback so they know where to improve and where they excel. To create this coaching-centric environment, HighGround enables frequent, documented check-ins between manager and employee. It also offers your managers guidance on how to become better coaches and leaders themselves.

Inspire Peer-Driven Feedback

Leverage HighGround so employees can request and receive input regularly, helping them become keenly aware of preferred behaviors. Likewise, a collaborative and transparent culture begins to emerge among your workforce.

Contact Us

Building an environment that fosters ongoing employee development is crucial, but just one element of a sustainable engagement program. Companies with best-in-class engagement programs utilize the HighGround platform for employee development, recognition and rewards, pulse and benchmarking surveys, and insightful analytics.

To learn more about HighGround, please visit www.highground.com/NLI.



HighGround has partnered with NLI to ensure your managers have instant access to conversation guides rooted in neuroscience so the quality of conversations improves. This ultimately creates both peak employee performance and greater business value.