



TEAM DASHBOARD

HighGround helps managers become more efficient, effective leaders.

Many companies today have dropped ineffective annual processes in favor of real-time, ongoing performance management and employee engagement. But because these processes were previously low-impact and time-laden administrative nuisances, some managers are skeptical of adopting an approach that makes these practices more frequent. Best-in-class engagement and performance technology platforms empower leaders to manage employee performance effectively and efficiently, allowing more time for their own individual development.

Why Use HighGround?

Successful managers not only engage and lead teams, but are also individual contributors to a team's projects and responsibilities. Among other things, managers are expected to lead employees through goal-setting, regular check-in conversations and ongoing feedback. A Gallup poll found that **employees with managers who hold frequent meetings with them are nearly three times more engaged than employees whose managers do not**. Yet how can managers find time to do all of that AND stay on top of their own projects?

Empower Managers with the Team Dashboard

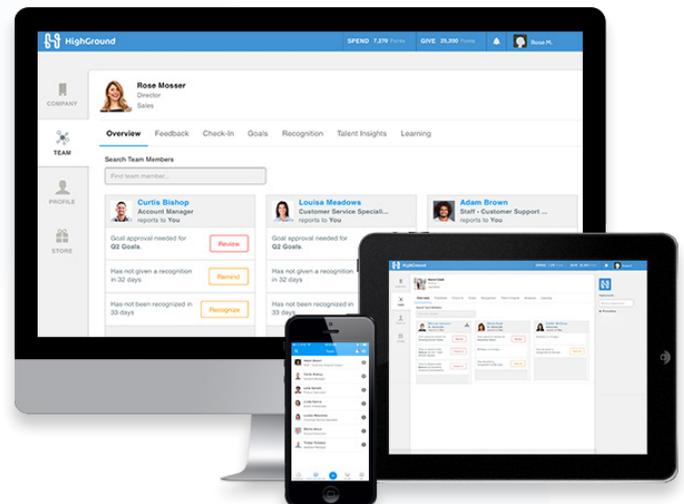
Leading organizations leverage HighGround's employee engagement platform to help their managers lead high-performing teams more efficiently. The Team Dashboard is intuitive functionality designed specifically with the manager in mind. As soon as they log in, managers get an overview of each employee's goals, as well as performance-related

communications and recognitions. They can then drill down by employee, including direct reports and their respective direct reports, or engagement mechanism for greater detail.

No matter the size of the team, the Team Dashboard is easy to navigate with options to search or filter results. Employees are listed in numerical order (greatest to least) of outstanding items in the system to help minimize a manager's time and effort.

As an action-oriented control center, Team Dashboard allows managers to:

- ▶ **Monitor employees' goal progress** and better understand who is or isn't on track.
- ▶ **Drill down by employee** for a more detailed look at activity and action items.
- ▶ **Receive reminders for tasks**, including upcoming reviews, goal approvals required, upcoming birthdays/anniversaries or recent check-ins.
- ▶ **Recognize positive work and behaviors** through messages or badges.
- ▶ **Monitor peer-based engagement activities**, such as recognitions and requests for feedback from peers.
- ▶ **Remind employees to create new goals** or review current ones.
- ▶ **Send coaching notes** to individuals.
- ▶ **Send or receive check-in reminders** on a scheduled basis.



HighGround's employee engagement platform is highly intuitive to minimize training efforts and ensure utilization across the organization.