

## PERFORMANCE MANAGEMENT SYSTEM

# Performance Management For the New Age of Work

## OutSystems for Workplace Innovation

Quickly deploy a flexible Performance Management system that reflects company culture and adapts to your unique business processes without the restraints of standardized solutions. Set goals, gather continuous feedback, and put in place a dedicated space for praise to get a fair and transparent picture of your workforce's performance.



Companies that are deemed more skilled at performance management enjoy 2.1x more revenue growth and 2x the profit margins compared to other companies.

Source: [joshbersin.com](http://joshbersin.com)



On average, 56% of employees are more productive when they align their goals with the needs of their companies.

Source: [American Psychological Association](http://American Psychological Association)

## Tailor a System That Adjusts to All Workforce Settings and Reflects Company Culture



### Break free from standardized packages and have your business rules prevail

Manage Performance in the way your business needs and not restrained by a standardized model. Build-in as many assessment periods as you need and back it with recurring 1-on-1s, cyclic reviews, or peer appraisals to ensure a clear view of your organization's performance.



### Adapt or add functionality at will to cement a motivational, transparent, and fair model

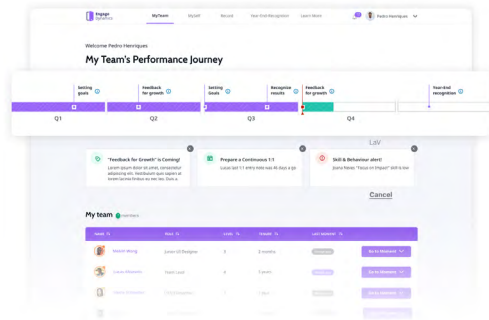
Establish your program with transparency and fairness to motivate and encourage your workforce to adopt the system. Tailor your own in-depth dashboards and functionality such as calibrations or ongoing conversations to ensure equitable reviews and open discussions to identify growth opportunities.



### Evolve your methodologies to keep track of your distributed team

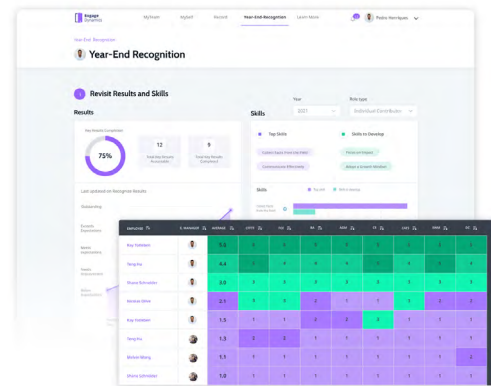
Enable your workforce to receive and give the feedback that sparks growth regardless it's an on-site, hybrid, or full remote employee. Have everyone equally participate in your Performance Management program by making it simple to add self-reflections, access individual and team OKRs, and recognize wins anywhere.

## Key Capabilities You Can Quickly Put in Place - All Adaptable to Your Performance Management Needs



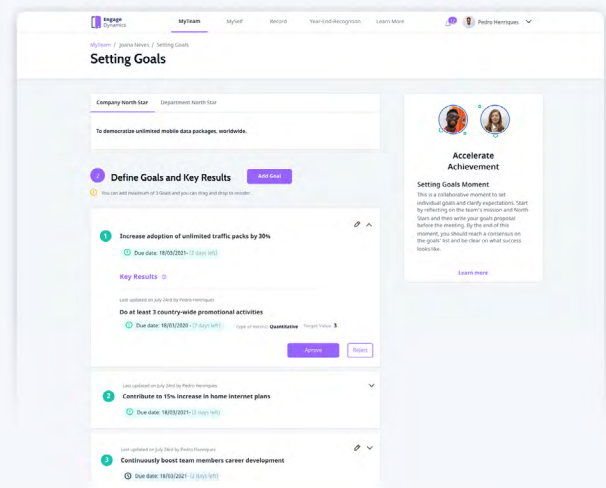
- Define company-wide, departmental, and individual OKR's
- Incorporate self-reflections, peer feedback, and manager feedback into reviews
- Schedule 1-on-1 sessions that are trackable within the performance management process

- Provide praise for achievements and allow it to be broadly visible
- Create a culture of ongoing feedback
- Calibrate your performance review to be fair and consistent across the company
- Set up as many evaluation moments as needed



## Start with our Performance Management Application and tailor it with the features you need the most

- Goal/OKR Tracking
- Reviews & Feedback
- 1-on-1s
- Calibrations
- Praise
- Continuous feedback
- Historic Records
- Peer Feedback
- Automated notifications
- Self-reflections



Embrace the New Age of Work Today

Talk to an Expert