



Performance & Goals Solution

Increase the effectiveness of your total workforce with our powerful performance management solution, aligning employee activities with organisational strategy, monitoring performance and motivating team members with continuous, meaningful feedback and coaching.

Overview of the solution:

The Zalaris Performance & Goals Solution ensures that every employee is working to achievable goals designed to deliver on company strategy so you can be forward-looking, flexible and proactive in your business execution. Our unrivalled performance and goal management (PMGM) solution means you can also reduce turnover thanks to a more engaged workforce, and identify and reward top performers to avoid the risk of losing your best talent.

Features of the solution:

For employees:

- ✓ Attainable goals to increase engagement.
- ✓ Continuous, meaningful feedback and coaching to improve motivation.
- ✓ Action plans to spur improvement.
- ✓ Simple and engaging performance review experience.
- ✓ Team members feel part of something important.

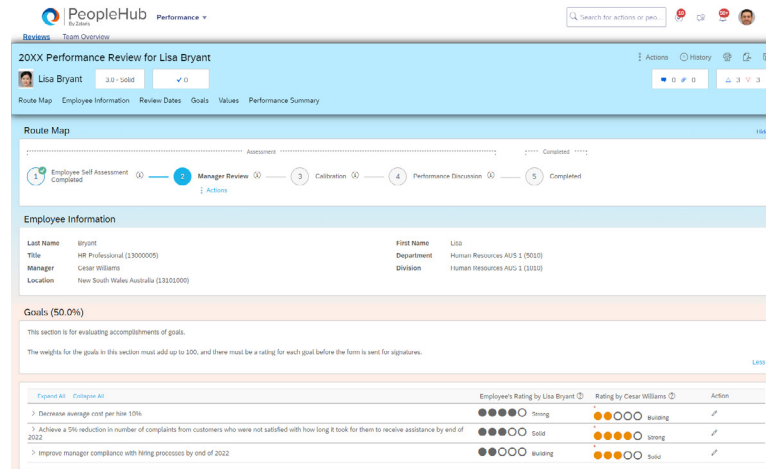
For employers:

- ✓ Set realistic, timely goals from a bank of 500 options.
- ✓ Monitor achievement through continuous performance management.
- ✓ See individual, team or company-wide progress.
- ✓ 360-degree feedback and evaluations.
- ✓ Guided action planning to overcome challenges.

Benefits of the solution:

Research shows that organisations who embrace performance management improve their business results. The Zalaris Performance & Goals Solution aligns employee activities with your business strategy, increasing engagement and productivity as individuals see they are a valued part of your company.

Key is setting the right goals that match short-term, medium-term and long-term business objectives but are also achievable by employees at every level of your organisation. Our employee



performance platform allows you to develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic and Timely) goals.

Once goals are in place, accurate performance assessments are essential to ensure they are met – and so that employees know their work is fairly judged. The Zalaris PMGM solution captures a more balanced and complete view of employee performance with “Ask for Feedback” and 360 Reviews. Better quality reviews promote faster user adoption and increase completion rates with a simple and engaging experience for everyone.

With Zalaris’ performance management solution you can also eliminate writer’s block and provide more meaningful feedback with our Writing Assistant and Coaching Advisor, while reducing the risk of using inappropriate language in reviews.

How does it scale your HR & Payroll?

Scaling businesses operating in multiple countries and with an ever-expanding workforce face two fundamental challenges: making sure they have the right people on board to deliver to an ambitious growth strategy, and identifying and rewarding top performers to stop them being poached by competitors.

Powerful goal management thanks to the Zalaris’ Performance & Goals Solution allows you to cascade goals and continuously update employee effort, success probability and comments with features such as Mobile Goal Management. Managers have more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.

Continuous performance management with our employee performance platform stimulates ongoing dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

Accurate performance assessments mean you can identify top and bottom performers based on their individual competencies with our Team Rater and Team Overview tools. Ensuring objective, fact-based decisions around performance and compensation with the Calibration tool will help reduce turnover and minimise the risk of losing your best people.

Want to get started? **Get in touch with our experts today.**