

SumTotal[®] Performance and Feedback

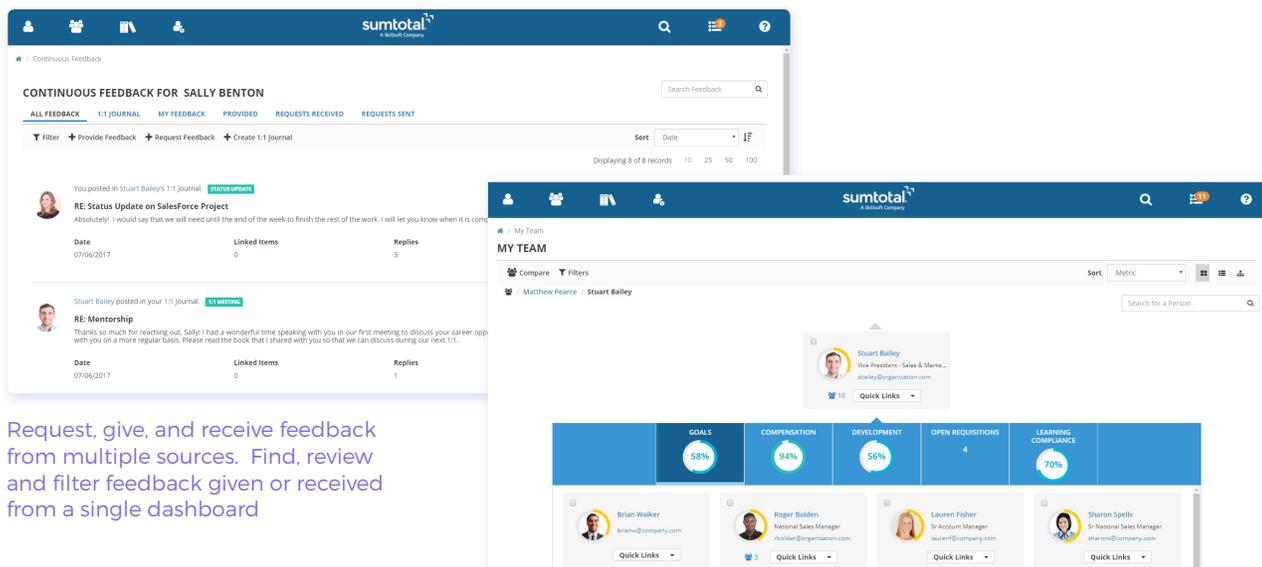
Optimize performance, increase productivity and engage employees

Performance management is evolving. Open feedback and employee development — done right and with the right solution— will result in a workforce fully engaged in their own success and committed to exceeding your organization's goals.

It is critical, for all roles in the organization, to have the insight to identify where there are opportunities to close skills gaps and how to build the capabilities needed to optimize performance. SumTotal Performance and Feedback engages employees by delivering value to all employees and managers - making performance feedback insightful and actionable, with visual indicators to monitor priorities and progress, and the ability to capture real-time feedback linked to specific goals and competencies to make performance discussions meaningful and motivating.

“Thanks to SumTotal's performance management system, Brunswick's employees now understand not only their goals, but also how they relate to the direction of the company.”

Homer Stewart, Director of Executive Development, Brunswick



Request, give, and receive feedback from multiple sources. Find, review and filter feedback given or received from a single dashboard

View and drill into key metrics of individuals and the team via My Team from the mini-profile page, and give and view continuous feedback on the Mobile App

With SumTotal, set a clear path for development and inspire performance

Providing employees with real-time and relevant performance feedback is crucial. With SumTotal Performance and Feedback, we make it easy for managers, employees and colleagues to request, record, save, and find, filter and review continuous feedback from a single dashboard – making performance reviews a much more meaningful process.

Your people have a stake in their own development – they can create and view actionable personal and career development plans, all from one unified development plan. Employees and Managers can add activities from the LMS, assign activity and create activities. From here, managers, employees and even teams can have an actionable and meaningful development discussion that lays out an individualized and adaptive path for growth. With learning and curated content automatically linked to Skills and Competencies, we take any frustration or guesswork out of knowing how to pursue the right development.

Organizational and departmental strategies and objectives can be cascaded down, and combined with employee's individual goals, to align the business needs of the organization with the interests of the employee – helping employees feel engaged in the direction of the organization, and clearly see their contributions to success.

SumTotal's Performance Snapshots enable managers to perform the required assessments of their hourly and union employees who perform multiple jobs, have multiple timing of reviews, and possibly different managers.

Evaluate employee performance more accurately

SumTotal 360 Degree Feedback enables managers to gain insight into employee performance by easily assessing competencies, skills and gaps to make development meaningful.

Features

Record and Track one-on-one employee conversations

Connect informal discussions to the performance review, with one click

Create personal and professional development plans all in one place

Skills and competencies linked to development

Cascade strategic organizational and department goals

Monitor performance progress from manager dashboard widgets

Streamline the performance process of hourly and union employees

Benefits

Engage employees with continuous performance feedback

Build a high performance culture that increases productivity through automating and standardizing the review processes and goal setting.

Empower employees to be active participants in their review and development by creating their own goals and development activity

Improve employee engagement by connecting employee work and goals with overall strategy



 sumtotalsystems.com

 U.S. and Canada: +1 352 264 2800 | U.K. and Europe: +44 (0) 1276 401950 | Asia Pacific: +91 (0) 40 6695 0000
 linkedin.com/company/sumtotal-systems  facebook.com/sumtotal.systems  twitter.com/sumtotalsystems