



Performance Management

Focus Your Entire Organization on the Bottom Line

SMD's performance management platform provides the foundation for understanding how your people drive your business. By linking your HR processes to performance management outcomes, the Talent Link platform allows leaders and employees to focus on skills, behaviors, and attitudes that will have the biggest impact on performance.

Link
HR Processes
to Outcomes

Analyze

- Utilize analytics to identify the key drivers (e.g., behaviors, competencies) of critical business outcomes
- Review performance on the key drivers at the individual/departmental, functional, and organizational levels to identify strengths and gaps

Act

- Cascade and align organizational goals down to front-line employees
- Prioritize individual action planning & organization-wide development initiatives that target the skills/competencies proven to have a direct impact on business outcomes

Achieve

- Calculate a return on investment to enhance the credibility of the performance management system
- Ensure organization-wide buy-in by demonstrating the impact on the bottom-line

Calculate
ROI

Features and Benefits

- Simple and easy to use
- Goal-writing Assistant
- Goal cascading and sharing functionality
- Strategic reporting tools, including Manager Scorecards
- Competency library and Competency Builder tools
- Automated e-mail reminders and task tracking
- Customized to meet your organization's requirements
- Real-time reporting

Reduce
HR Costs

Simplify
Analytics &
Reporting

Services Provided

- Organizational goal setting session with senior leaders
- Goal-setting training/coaching for managers
- Goal audits with recommended changes
- User training on the tool and functionality
- Competency model development and consulting

