

betterworks®



Rolling out Continuous Performance Management™ software

learn the **5** secrets



55% of companies want to create or maintain a culture of high performance

62% have initiatives in place to upgrade their talent management to better support business needs

The Hackett Group's Key Issues 2018 research shows that globally, HR is seeing flat or diminished budgets and headcount this year, which means software and automation solutions are necessary to help HR teams to scale beyond manual processes. But software alone isn't the answer:

Upwards of **39%** of HR teams are altogether unprepared for the transformation of processes that is required to adopt new technology, and **44%** lack the necessary internal resources.

HR software for continuous performance management is there to support your organization's unique performance management program

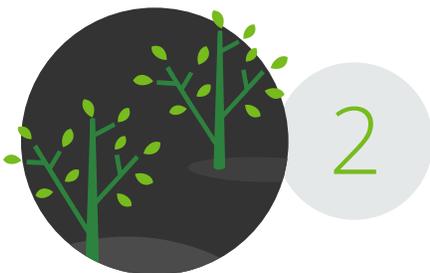
Your software needs to be both powerful and flexible, with insight and guidance that goes well beyond an online library of how-to guides. You need a technology partner who is committed to your program's success, from onboarding and setup through your program's evolution over the years. You want your program to also benefit from insight and expertise that's been honed from hundreds of successful, long-term programs.

Here's what you need to successfully rollout HR software for continuous performance management:



A dedicated engagement manager

Your technology partner should identify a dedicated engagement manager. They know your goals and understand the unique elements of your organization's program. They are working side by side with you and are committed to making your program successful, from the first day of onboarding to the most recent quarter, ensuring you have all the new features and best practices at your fingertips. Your engagement manager will bring in subject matter experts (product, integrations, communications etc.) as needed and introduce you into opportunities to share insights and knowledge among peers in similar roles in other companies.

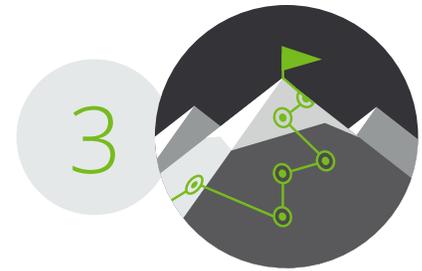


Consulting on program design

Continuous performance management software is there to support your organization's unique program. If your organization is just beginning its evolution into continuous performance management, your vendor's expertise and insight into program design is even more critical. You want to learn the best practices adopted by their successful clients and work with your engagement manager to adapt and customize the software to fit your organization's specific needs.

A battle-tested rollout plan

The rollout of any new HR technology is a critical time. Every element of the rollout — from the setup, to the employee communications, to train-the-trainer, and even the timing — needs to be carefully considered and best practices applied. Your technology partner needs to bring their rollout expertise to the table and inform your personalized rollout plan with their best practices.



Ongoing education and support

The software will continuously be enhanced, and your internal CPM program will evolve as well. Ideally, your engagement manager remains closely engaged with you and the success of your program for the long haul, not just the rollout. Given the speed of change in technology and the continuous nature of a CPM program, checking in together on at least a monthly cadence with your engagement manager is the recommended approach.



Stack the deck for high user adoption

Manager and employee adoption is a necessary element to your program's success. Ensure you can integrate your continuous performance management solution with the productivity tools your team uses everyday, like Slack, Jira, the G-suite and more.



Your organization's performance management process will evolve as your business and workforce grows, expands, and faces new challenges. You'll want a steadfast, unwavering technology partner as committed to your program's success as you are. BetterWorks brings both the technology and expertise necessary to design and rollout the program that best supports your organization's performance management goals. Let us help you get started today at www.betterworks.com



Conversations

Schedule frequent check-ins so your managers can become better coaches



Peer Feedback

Easily exchange peer-to-peer and manager feedback in real time



Recognition

Call attention to high performance and employees demonstrating key values



Goal Alignment

Set goals to drive more effective performance and career development



People Analytics

Become data-driven with rich insights into employee performance

Sources:

The CHRO Agenda: Enabling Digital Transformation Takes Center Stage
PwC's Global HR Technology Survey 2017
The Hackett Group's Key Issues 2018 research



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