

PerformanceHub unlocks the true power of performance management, keeping your organisation aligned and focused with an intuitive user interface anyone can use.

PerformanceHub

Next generation performance management



PerformanceHub changes the landscape

The way we plan, communicate and manage has changed over the last few years. Things change faster than ever and people expect up-to-date information to be instantly available. Annual or even bi-annual performance reviews are no longer an option. Paper or document based processes are cumbersome and lock valuable information away from people so are rarely acted on.

PerformanceHub changes the landscape, moving the whole process online. It gives you and your employees instant access to real-time information and, with automated notifications and in-line assistance, helps people complete the process without all the chasing.

Use PerformanceHub to:

- Assign, track and measure employee objectives
- Link objectives to company goals via an interactive cascade
- Manage appraisals with ease
- Complete 360 reviews
- Collect training and development plans
- Keep employees aligned, focussed and engaged
- Onboard new starters with probation reviews
- Centralise your data
- Get real-time performance data and objective tracking
- Assist with probation and on-boarding
- Save time and reduce admin

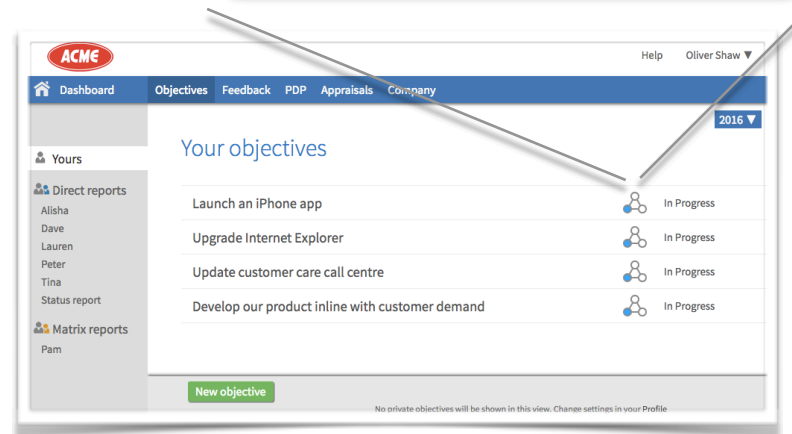
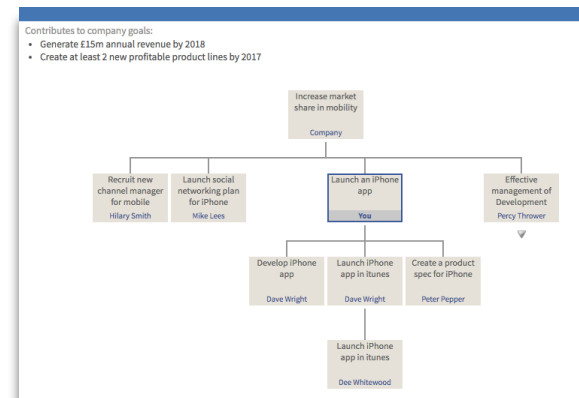


PerformanceHub connects objectives in a meaningful way

PerformanceHub is more than just a performance management system, it can really improve your company's performance by helping employees operationally deliver. By collecting performance data on actual deliverables over a review period, performance reviews are less intrusive, better aligned with the business needs and employees are more engaged in the process.

More than that, PerformanceHub can help focus and align your employees with company objectives through connected objectives. Using a navigable objectives cascade, employees can see how their objectives connect to others in the organisation and how, together, they are delivering company objectives.

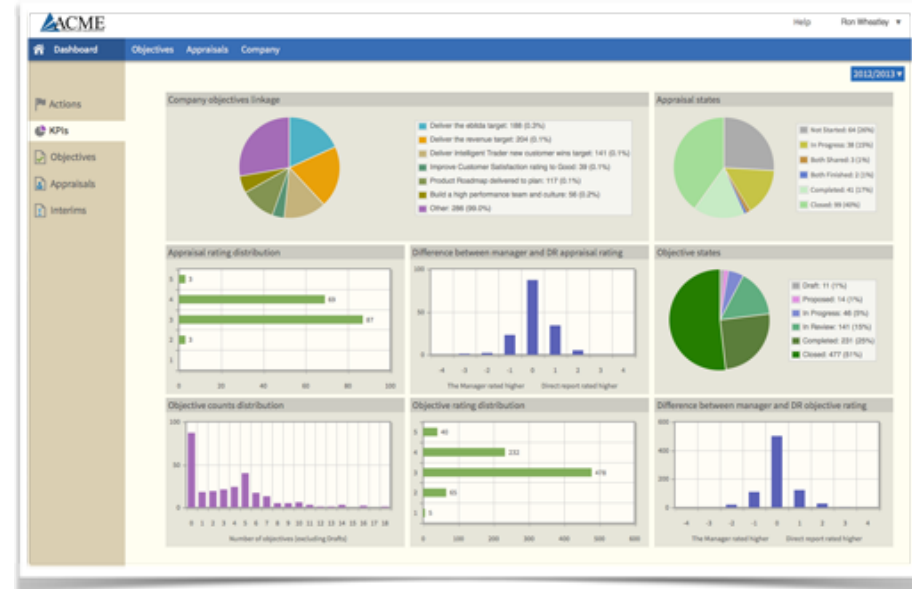
All employees can see how their objectives contribute to their team and company's objectives and because everything is real-time, if anything changes in the cascade, everyone who needs to know of the changes is told. This drives organisational alignment and encourages collaboration.



PerformanceHub is real-time

Progress on objectives, performance reviews and performance data is always available in real-time. No more waiting for forms to be returned or time spent collating reams of data. PerformanceHub does it all for you, and remembers everything, so you can track performance over time without having to find past appraisal data.

Track key performance data on both the performance management process itself and key deliverables all in real-time.



Organisation changes are not a problem for PerformanceHub, managers immediately get full access to a new direct report's performance history - no more lost paperwork.

A few things you can do at a click of a button

- Find your star performers
- Find employees performing/over-performing in role - are they ready for a move?
- Retain and nurture your talent
- See what proportion of employee objectives are contributing to each company objective
- Find existing employees that best match a new internal role
- See which roles or competencies need development
- Track progress against the process
- See performance performance distribution across the organisation
- Find rating discrepancies between managers and their reports, highlighting possible issues

PerformanceHub is highly configurable

Many great features are supported, all under your control and at no extra cost, so you can configure PerformanceHub to support your process.

Core Features

- Company vision
- Company mission
- Company goals
- Company objectives
- Employee objectives
- Objective Cascade
- Configurable appraisals
- Employee data
- Organisation chart
- Reporting and KPIs
- Hosting and Support

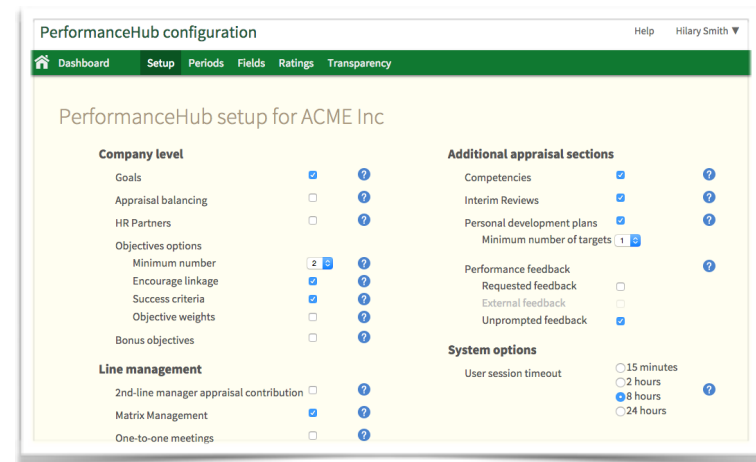
Advanced Features

- Probation reviews
- Performance levelling
- Grandfathering
- Matrix management
- 180 and 360 feedback
- Competency reviews
- Interim reviews
- Chairman support
- Personal Development Plans
- 1 to 1 meetings
- Bonus and weighted objectives
- HR Partners and Zones
- Appraisal Tagging

Additional Configuration and Privacy

- Rating schemes
- Branding
- Min Number of objectives
- Configurable Review periods
- Transparency controls
- Private objectives
- Data protection

Find out more about [PerformanceHub's Features](#)



What does it mean to your business?

PerformanceHub will deliver a number of key benefits, including those listed below, and more. We believe that the primary measure of success is that PerformanceHub will pay for itself many times over in increased efficiency and reduced overhead.

Improved productivity

Using PerformanceHub ensures people are focused on objectives related to goals defined by the CEO, and that they're not working on outdated or unapproved objectives, diluting company focus.

If the company goals change and the CEO hands down new objectives, they automatically ripple through the business, with some existing objectives being deferred or dropped.

Performance management

Clear linkage between personal performance and company goals, driving improved productivity. Managers review individual objectives as they're completed; performance reviews are based on the ratings for individual objectives, weighted appropriately. Salary reviews and bonuses are then clearly related to performance against company goals, with an independently maintained audit trail.

Reduced overhead

Performance reviews are automatically tracked and collated: PerformanceHub manages the workflow, notifying people when action is required, or an existing item has been changed. The system provides a simple web-based interface, so you're not shuffling around spreadsheets or Word documents. HR don't have to spend lots of time chasing people to fill in reports. No software to install, maintain, or update.

Engagement and motivation

All objectives are reviewed/rated using the same system; HR get reports which show whether some managers are rating their direct reports differently from the average. Individuals need to believe that they'll be treated equally and fairly, receiving appropriate recognition, as a true reflection of work performed. The transparency provided by the reporting capabilities include dashboard views, so the whole organisation, teams and individuals can see whether they're on track, and how they're doing compared to other teams and individuals.

Common, enforced process

Everyone uses the same process, enforced by PerformanceHub's interface. In a manual process built on Excel/Word/email we've found that individual managers will often tweak the process to their preferences; this results in inconsistencies and reduced buy-in from individuals, who might feel disadvantaged.

Reporting

Anyone in the business can receive regular reports showing what objectives have been assigned and progress to date. Managers, including the CEO, can see how much time is being spent on objectives that aren't tied to the overall company goals, and see the cost / impact of objectives that were deemed irrelevant (whether completed or not).

What people are saying

Click [here](#) to see more online review of PerformanceHub and Cogendo.

"Being able to review performance against actual deliverables is important to us, not only from a reward point of view, but it has also helped with engagement and retention. The fact that PerformanceHub works in real-time completely changes the landscape vs the usual performance management process." - Vanessa Bucknor-Scot, HR Manager Movirtu

"We've found Cogendo to be very accommodating and responsive to our needs both in terms of product development and operational support. Cogendo have also helped with internal comms, process development and training. Overall we have a great working relationship." - Chris Winch, HR Director eCommera

"PerformanceHub is not just an appraisal management tool, but it also aligns our five locations around the world by coordinating objectives across the company as a whole – accessible anywhere at anytime. We get exceptional, first class support and remarkable cooperation." - Penka Dzhidzhova, HR Manager eCommera

"When we first considered purchasing Performance Hub the thought of moving away from our tried and trusted paper method, which I can't believe we ever thought was effective, was very daunting. However, your excellent customer service and attention to detail has made implementing Performance Hub a pleasure." - Michelle Ashfield, Head Teacher The Arches

"We have introduced Performance hub into a major McDonalds Development licensee which they are using to drive their newly launched talent development programme across five countries. We have found the team at Cogendo to be exceptionally responsive to all our questions and support issues." - Mark Jacobs, MDINA Partnership

"We've been working with Cogendo for about 4 months and have now established ourselves as an official partner. Cogendo are very open, approachable and receive feedback well (which often results in product enhancements). We really like PerformanceHub and what it has to offer a business and are more than happy to offer it to our client base." - Nicola Orr, Managing director TalyorHR



About Us

At Cogendo, we have seen how employee focus on company goals through personal objectives can propel an organisation forward, but also experienced frustration with the execution.

Inspired by principles of partnership, not parenting, PerformanceHub transforms the heavy human process of objectives and appraisals into an agile, finely tuned business performance engine. In so doing, PerformanceHub provides both the aspirin to an HR headache *and* the vitamin to operational delivery.

We work very closely with our customers to ensure they have the best possible experience and second to none support.

For further details, demonstrations, testimonials, a free trial or pricing please contact us:

Cogendo

T: +44 (0)1628 876 910

W: www.cogendo.com

M: rob.wheatley@cogendo.com