



Align employee performance to accelerate growth

When employees have a commitment to their individual goals as well as company performance, everybody wins. Today's competitive economy demands that organizations engage, develop and align employees with individual competencies and company goals.

BirdDogHR™ Performance Management is a cloud-based solution that allows team members to direct their own career development toward mutually agreed upon goals and competencies, while allowing managers to better understand the strengths and weaknesses of the overall team. Giving employees true accountability means the organization can be confident in its ability to compete in the ever-changing marketplace.



Improve Workforce Productivity

Encourage year-round behaviors, resulting in higher employee engagement and lower employee turnover.



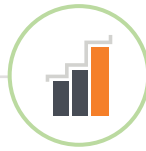
Align Goals with Strategy

When employees are working toward shared company goals the result is shared success. Take the guesswork out of what is expected. Define, discuss, deliver, manage and measure accomplishments.



Centralize and Standardize

Ensure equitable treatment of employees through consistent, standardized procedures. Save time in the performance review process with software automation.



Visibility into company goals and competency progress helps ensure your organization stays on track and achieves positive results. BirdDogHR Performance Management centralizes goals, competencies and 360 feedback to create a career roadmap for employee and organizational success.



Individual Review Forms

- Create and manage unlimited forms
- Configure questions from 11 types and layouts
- Associate forms to competencies
- Auto-save feature helps employees finish quickly and efficiently



Project Reviews

- Create and manage unlimited projects and project evaluation forms
- Review employee performance on a project to project basis
- Provide managers with feedback from a project lead's perspective



Competencies

- Create customized competencies
- Assign weights to competencies
- Develop performance levels for use in succession planning



Goals

- Establish individual goals based on corporate goals
- Enable employee creation of personal goals
- Provide drill downs for managers to multiple levels of goals



360 Feedback

- Assign unlimited relationships inclusive of Supervisor, Peer, Direct Report, Customer and Self
- Utilize multiple form types
- Configure reports to display ratings by individual, group or both

Organizations realize 2.5x more revenues with engaged employees than competitors with low engagement levels.

The Hay Group