

## TalentLAB Appraisal

APPRAISALS / 360° REVIEWS

PERFORMANCE MANAGEMENT

HOSTED WEB SOLUTIONS

### The Resourcingnet Proposition

1. Resourcingnet is a leading provider of HR software solutions ranging from performance appraisals, talent management and employee engagement to training evaluation.
2. Our HR specialists will work with you to deliver a robust Appraisals Solution utilising the online TalentLAB toolkit.
3. TalentLAB is an online 'Software as a Service' (SaaS) software application providing a cost effective solution that means low cost of ownership, fast deployment and the highest level of support and maintenance.

### TalentLAB-Appraisal Features

1. Hosted web solution for appraisals, personal development plans and tracking.
2. Supports an integrated approach to performance management and development aligned with your internal processes and strategy. Also has capability of underpinning reward decisions.
3. Tracking and reporting tools with boardroom ready output.
4. Integration with existing HR systems

*"Performance appraisal carried out well, can significantly enhance relationships between individuals and line managers, as well as providing an effective vehicle for objective setting and review. "*

CIPD Performance Appraisal; Fact Sheet 2011

### Develop a High Performance Culture

A high performance culture is essential to attract and retain talented employees. If required we can assist with developing a suitable framework. TalentLAB-Appraisal allows you to gather important information about the performance, strengths and development requirements of your employees.

### Engaging your team with Appraisals

Our system allows you to capture critical information about your teams. The process can be customised to fit into your existing or desired Appraisals process. The Development Plans are then created which can be reviewed during the following year. Progress with both the Appraisals and Development Plans can be monitored by the system, easily accessible by your nominated individuals or Line Managers.

### Increased Productivity

All companies understand the real benefits of undertaking Performance Appraisals. By reviewing their performance, behaviours, strengths and development areas for future requirements of their role, engagement can increase, employee satisfaction improves which can lead to filling future promotion opportunities internally and as a result are saving time and money.

### Talent Potential

Through the full use of TalentLAB, we can fully integrate talent reviews, appraisals and development plans within a performance management framework to form part of your overall talent development or people strategy.

## Online Appraisal Toolkit

## Integrate your organisational competency framework

## Review progress and completion status

Last Name	First Name	Role	Manager Name	Directorate	Review Date	Status
Bearbridge	Stuart	Director of Service Delivery		Service Delivery	04-Jan-12	Not Started
Foster	Helen	Service Delivery Manager		Service Delivery	04-Jan-12	Not Started
Francis	Wayne	Customer Advisor	Helen Foster	Service Delivery	04-Jan-12	Sign Off Complete

## The TalentLAB-Appraisal Toolkit

The TalentLAB-Appraisal performance tool can integrate with our complete talent management software suite (TalentLAB) or run independently as a stand-alone process. Through integrating the appraisal platform into your talent management processes, performance management and personal development can underpin your organisational strategy.

Develop simple online forms based upon your organisational competency framework and indicators. You can pick elements from your performance management criteria to track progression against objectives to enable consistent, objective decision making with transparency across your business.

Our system can be configured to your desired sign off process. The progress of the appraisals by line manager and overall throughout the organisation can be easily monitored and reported.

Learning opportunities, which are highlighted through this process, are captured within each individual's appraisal documentation. These learning plans can also be monitored and reported throughout the following period.

## 360° Reviews

Enhance your appraisal capabilities through expansion into bespoke 360° review programmes that can be easily deployed to peers and managers.

Compare self-assessment reviews against feedback gathered from direct reports, peers, managers or customers to understand the team's perception of an individual's performance.

Our reviews can be tailored to your specific requirements and allow you to run these either in conjunction with appraisals or as a stand-alone exercise.

## Analysis and Reporting Tools

TalentLAB-Appraisal feedback reports deliver valuable performance information for your staff appraisal and development process.

*The rationale behind 360°, in more complex organisations, managers may not always fully understand the contribution of the people they manage – as they may be part of many different teams and engage in autonomous or semi-autonomous relationships with customers or colleagues.*

CIPD Feedback – 360 Degree; Fact Sheet 2011

