



Performance Management

Build a high-performance culture

Maximise Employee Performance and Potential

Ensuring that employees understand the performance expectations of their employer is a significant challenge. With ELMO Performance Management, you can clearly define these expectations – enabling employees to meet and exceed them.

ELMO Performance Management offers a range of pre-built goals and development objectives, which can be utilised to create a library of content for use across the business. In addition, a behavioural competency library outlines the key competencies and behaviours required.

Obtain a holistic view of performance by extending feedback across teams using 360 reviews for formal assessment, or capture recommendations from colleagues.

Other modules also available in ELMO Retain



Rewards & Recognition



Remuneration



Succession Management



Tailored Performance Appraisals

Configurable to your requirements, including goal setting capabilities, competency models and development plans.



Simplified and automated Workflows

Incorporating appraisal cycle periods, effective stakeholder management and automated notifications, sign-offs and approvals.



Team View and Reporting for Managers

Access direct and indirect reports to view the status of appraisals, utilise the search facility or collaborate using the export and print functions.

Key Benefits

ELMO Performance Management allows you to easily implement appraisal templates that are highly configurable to your internal processes. These templates can be tailored to each employee, enabling rich details to be included for specific positions, departments, company structures and locations.

Assignment of templates using filters allows administrators to target specific users and view the status of appraisals. With auto-populating appraisal templates, administrators can quickly introduce highly customised appraisals for each employee.

Reports enable administrators and managers to view the progress of employees through their performance cycle, while also providing an overview across the organisation.



Performance Management

Key Features

- ✓ Configurable workflows for appraisal cycles
- ✓ Customisable, automated notifications
- ✓ Pre-defined templates to speed up the implementation process
- ✓ Multiple levels of sign-off and workflow approvals
- ✓ Customisable sections offering checkpoints, questions and feedback
- ✓ Comprehensive libraries of goals, development objectives and competencies
- ✓ Quick access for managers to their direct and indirect reports
- ✓ Search facilities for managers of larger teams
- ✓ Print and export appraisals
- ✓ Detailed graphical reporting; schedule email reports

Great alone, better together!

Harness additional benefits from ELMO Performance Management by adding these complementary modules:



Learning Management

Address the training and development needs identified during performance appraisals and draw from a range of freshly created bespoke courses or over 400 pre-built courses. Configure and assign CPD plans to employees, and automate course allocation and notifications as required.



Remuneration

Link an employee's performance outcomes to their remuneration adjustments.



Succession Management

Find your high performers and identify future leaders in the organisation plus analyse risk of employee turnover.



1 vendor dashboard user-experience

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