



Kallidus

Performance management

**Choosing your performance
management system**





People success powers your growth. When your people feel supported to develop, they thrive, and business takes care of itself. It just makes sense.

Lose static annual reviews and invest in the future of your business with real-time development conversations that actually drive performance.

Your people want to be the best version of themselves. You need to empower them to get there.



Performance management is changing.

Annual reviews are making way for meaningful, ongoing conversations designed to support your teams and your business. Frequent check-ins lead to faster progress, and ultimately build teams that drive your success.

And more often doesn't need to mean more work. Rather than adding to your admin and paperwork, the right system can eliminate it, leaving you free to lead your teams and help them achieve their development goals.

You're probably looking for a system that can flex to your business and keep people aligned with global objectives, too.

We can help.

Your challenges

Clunky review cycles and paper-based systems give low visibility on consistency and performance.

Perform is a simple and user-friendly platform that engages employees and managers, and gives you visibility of performance across the business.

Remote and global teams are pulling for individual goals, and they're not always aligned with business objectives.

Link individual performance goals with Global Objectives so everyone is aligned and focused on achieving company goals. When everyone feels part of the bigger picture, success happens.

Remote working and fast-paced on-site environments need agile and frequent performance reviews and feedback loops.

A lot can change in a year, so annual performance reviews need to become a thing of the past. Perform makes it easy to pivot to ongoing conversations and informal check-ins, all tracked within one central system.

The workforce is changing to a more hybrid and flexible model – managers need visibility on productivity and progress.

Perform encourages frequent check-ins and supports both in person and remote reviews, as well as linking with learning to account for broader development goals.





You're focusing on wellbeing and personal goals, and want a performance management process that encourages that.

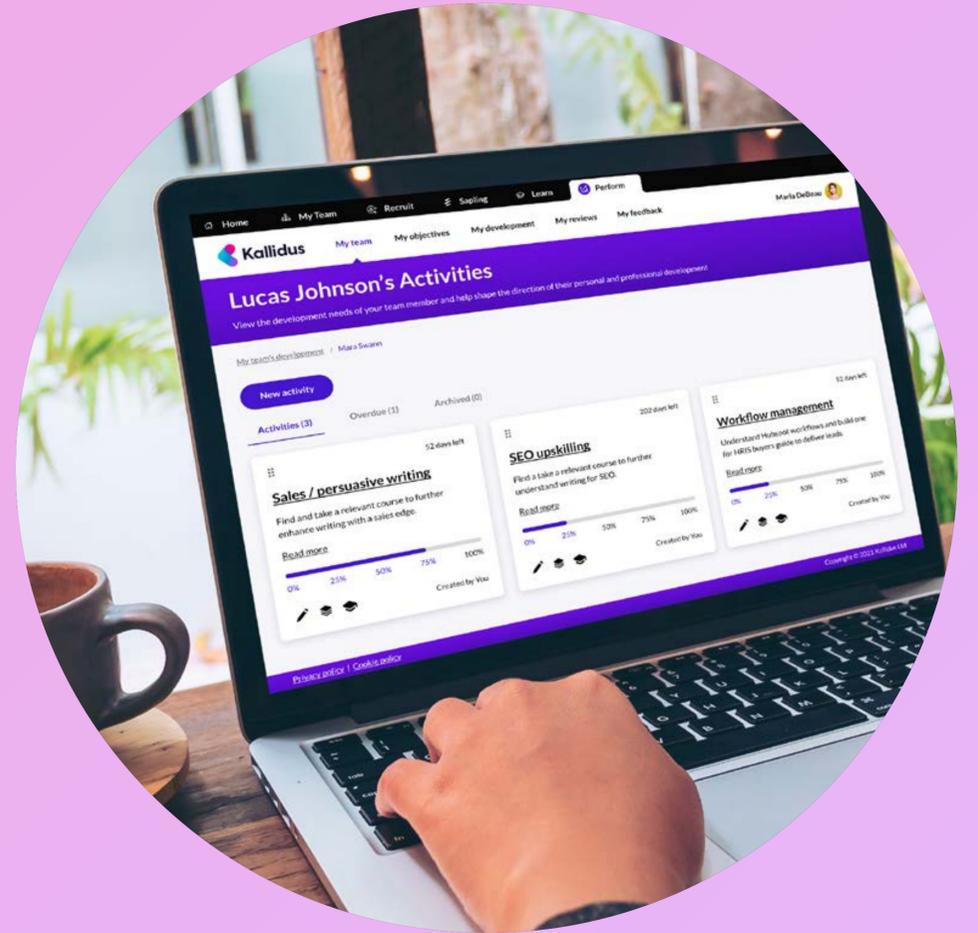
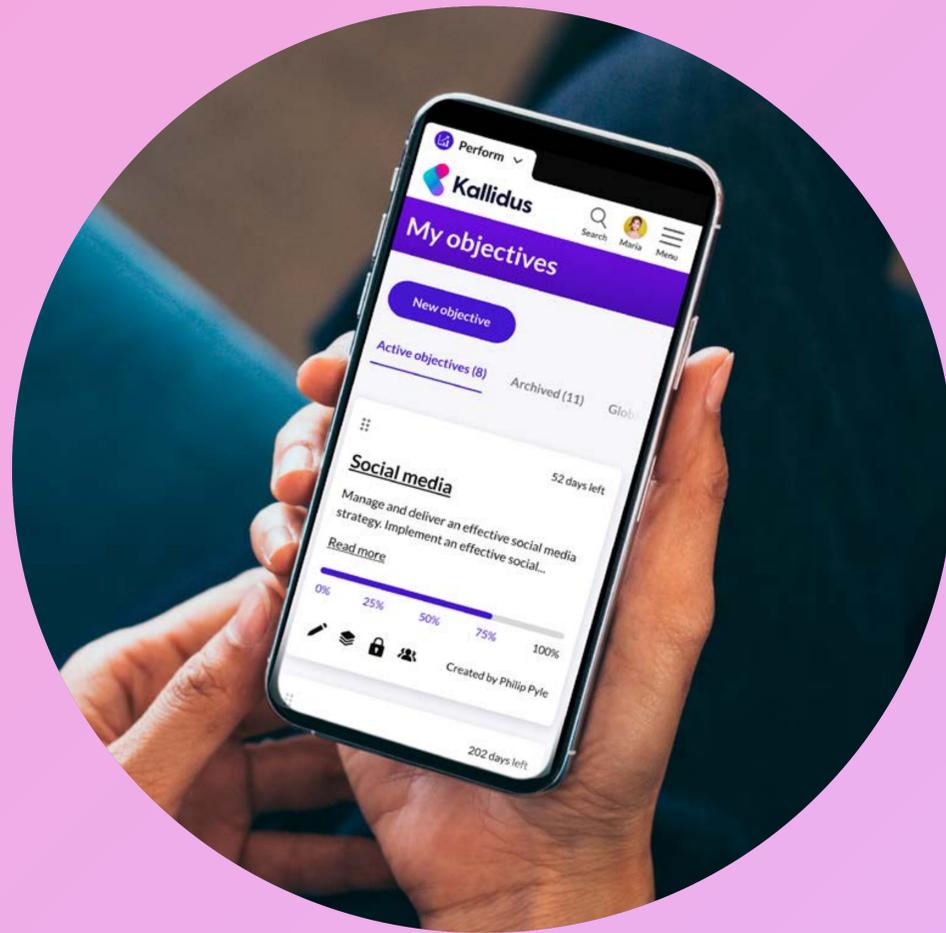
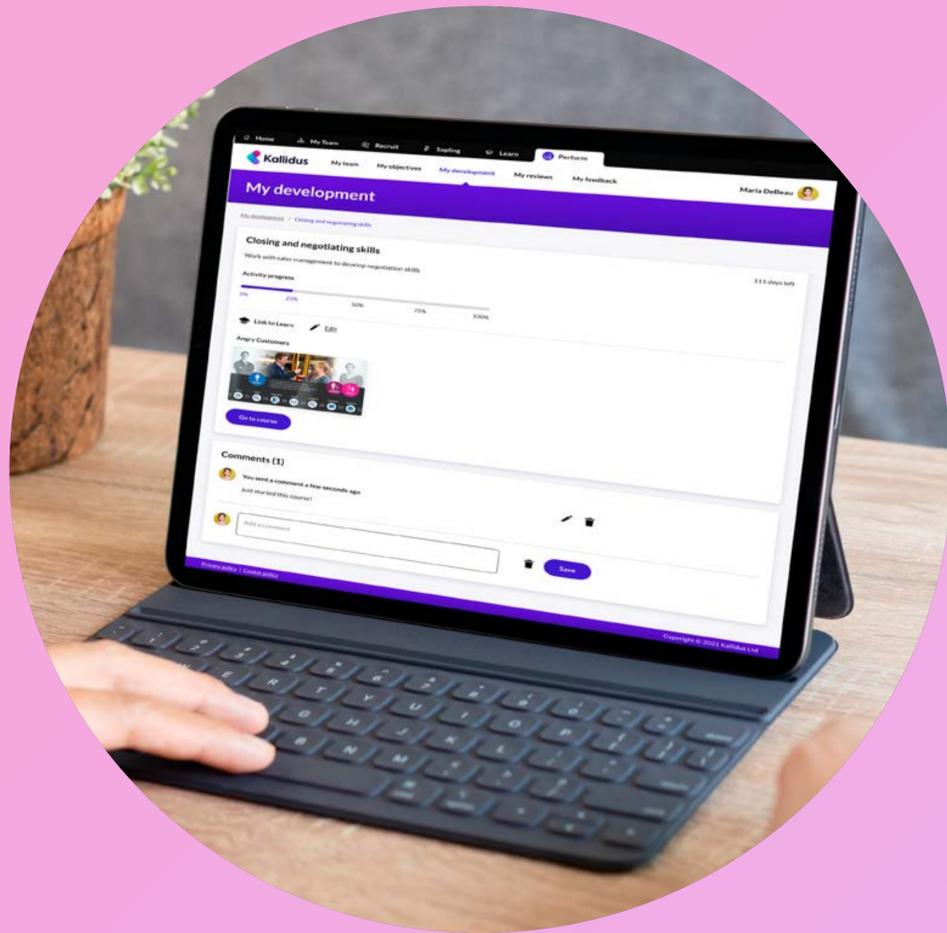
In Perform, all review templates are customisable, so you can ask the questions and prioritise the topics that matter to your people.

Learning and performance are viewed as separate in your business, but you want to focus on the D in L&D.

Link learning with performance and watch people thrive, delivering against business-critical objectives and personal and professional goals. With Perform, you can easily measure learning in line with performance and encourage a continuous development culture.

One-size-fits-all doesn't work for your business: your teams are so diverse they all need managing differently.

Every team, or even person, can have a unique review form with Kallidus, each tailored for the unique demands of their roles, allowing you to manage complex performance and celebrate success.





The details

Static performance management is a thing of the past. Your teams deserve meaningful development plans and continuous conversations that drive people success – and power your business. Perform sets teams up for greatness, whatever that looks like for you.

Manager dashboard

With an instant view of team and individual progress, managers can be confident that they are on track and provide instant support at the relevant time.

Instant notifications

Switch on optional notifications to stay completely in control of progress, comments and concerns from your team.

Informal feedback

Request, gather and track informal feedback on individuals to motivate and develop them.



User friendly interface

Not an icon left unturned that hasn't been through the labs to ensure you get a world-class user experience.

Add your own style

No customised coding, specialist developers or additional services required. Rebrand the interface in just a few clicks.

Anytime, anywhere

Your people will have constant access to their objectives allowing them to instantly update, add comments and keep their manager informed on what a great job they're doing.

Case Study

Connecting Eurostar's people with mobile performance management

Eurostar are reinventing performance management in line with a key HR objective to simplify processes and make everything as straightforward as possible. Intuitive and simple, Perform is the perfect fit: a system with a modern user interface that boosts engagement.

- People at all levels in the organisation can use the system's intuitive dashboard to openly share goals and feedback
- This level of transparency and peer feedback not only helps motivate staff, but also plays an important role in fostering workplace innovation – an intrinsic part of Eurostar's culture
- Employees can give their peers feedback via mobile devices while away from their desks
- Perform integrates with Eurostar's learning platform and 360, an easy-to-use feedback tool for senior managers

“The beauty of Perform is that it's mobile and so simple to use. Since we launched our new trains last year, all our trains have Wi-Fi on board, so for the first time, train managers can use the system to give immediate, timely feedback and record progress against objectives using a smartphone or iPad during their journey. This is going to have a huge impact on employee engagement and development.”

- Steve Noxon, HR Systems & Data Manager





**Our customers gave
Perform a NPS of +30 &
Product Satisfaction of
78%***

*Kallidus Customer Survey results Q2
Survey (Dec 2021)



**They also gave us 4.4
stars out of 5 stars
overall and Best
Support (Mid-Market)
Summer 2021**

About Kallidus

Your people success is our business

For over 20 years, Kallidus have supported organisations who understand that engaged people power their growth.

When your people are driven, business thrives - it just makes sense. For every step of the employee life cycle (from before day one) Kallidus help you to find and keep the best people with intuitive people tools and insights that drive success.

From attracting top talent and wowing them with slick onboarding, to driving a continuous learning and development culture, our customers nurture their teams, guaranteeing a productive workforce.

Your strategic partner, Kallidus supports your organisational growth, adapting to business change via your dedicated success and support team. You also get powerful insights and analytics, industry-leading compliance and robust reporting to prove ROI, highlight areas for improvement, and drive your success.

We're here to make **you** look good.

Over
20 years
experience

250+
employees

Over **1250**
customers

2m users
worldwide

**We support
people success
at every stage
of the employee
lifecycle.**





Recruit ATS

- Full ATS
- Job board posting
- Candidate experience
- Hiring manager portal
- Talent bank
- Automation

Productivity tools

Sapling HRIS

- On/off boarding
- People admin
- Workflow
- Documents
- eSignatures
- Org charts
- Leave & absence

Payroll & benefits

Learn LMS

- Learning management
- eLearning
- Induction
- Compliance
- Certifications

Ready to use courses

- Over 100 courses
- Health & Safety
- Compliance
- Soft skills
- Editable
- Multi-lingual

Performance management

- Objective setting
- Check-in
- Appraisals
- Development plans
- Feedback

Bespoke digital learning

- Bespoke eLearning
- Strategic partnership
- Behavioural change
- Gamification, AR/VR

Talent management

- Succession planning
- Leadership development
- Organisational design
- Talent management

360 feedback

- 360 feedback
- Continuous development
- Business transformation
- Development pathways



Kallidus

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