

Unit4 HCM – Talent Management – Perform

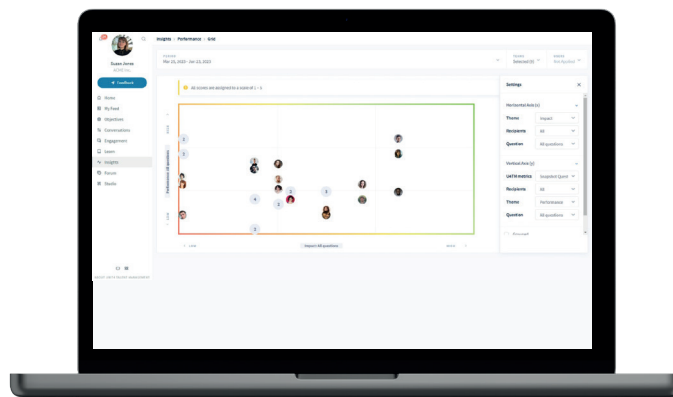
Develop a culture of continuous improvement and open communication



Unit4 HCM is an integrated and intuitive suite of solutions, designed to meet your organization's needs wherever you are on your digital HR transformation journey. From operational needs such as payroll and absence management, through to delivering meaningful employee experiences, such as on-line learning, performance and reward management, all the way through to delivering real time business insight to drive your people strategy. Built for Professional Services, Public Sector and Non-Profit organizations to provide an 'out of the box

experience', drive performance, enable agility, and deliver an exceptional employee experience to attract, develop and retain talent.

In order to attract and retain top talent, it's crucial that performance management becomes a meaningful process for employees. Gone are the rigid annual appraisals that are the same for everyone and performed once a year. The process now needs to be far more personalized, and performed more regularly, to fully engage employees, improve their experience and ultimately enable talent mobility within the organization.







Key capabilities

- Optimized for continuous performance and management of individuals and teams.
- Range of templates for objectives, feedback and conversations.
- Performance can be project-based, continuous or yearly based.
- Take the formality out of the process, and make ongoing conversations organic and familiar.
- Skills, objectives and performance questions can be rated by team leaders, coaches, peers or individuals.
- Trigger feedback, objectives-overview, or conversations on project milestones.
- Mix and match to create a custom assessment and review process with flexible cycles and timelines.
- Performance rating can be integrated with Compensation Planning.

Unit4 Talent Management, Perform module provides people managers with the tools to continuously measure performance with a range of templates for objective setting, feedback and conversations. Enabling team leaders, peers and even external organizations to provide invaluable feedback, to support development and provide praise. Demonstrating the correlation between performance and reward has never been easier, as you can import ratings into our Compensation Planning tool.

Analyze, Develop, Retain

<p>Manage your organization’s review cycle and make every manager a great coach</p> <p>By pulling all relevant performance and development data into one place and combining it with a library of coaching topics and questions, managers and their teams will always have productive one-to-ones.</p>	<p>Visualize performance progress</p> <p>Create clarity and track performance trends within and across teams to spot deviations and take timely action. Develop personal and professional growth plans, project-based upskilling and improvement plans.</p>
<p>Enable growth through constructive and continuous feedback</p> <p>Celebrate great work and help identify areas of improvement through constructive and continuous feedback and praise.</p>	<p>Create clarity and alignment across the organization using OKRs</p> <p>Keep track of objectives and key results on an organizational, team and individual level to create clarity on priorities. Align organizational objectives to demonstrate how employees contribute to your success.</p>

 <p>Set objectives across your organization, that align to strategic ambitions</p>	 <p>Monitor objectives and performance to actively action issues and resolve</p>	 <p>Enable people managers to deliver valuable 1 to 1 conversations with employees, that foster trust and enable growth</p>	 <p>Encourage giving praise and celebrating success</p>
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Multiply Uni4t HCM’s Talent strengths when used as a fully integrated part of your Unit4 HCM solution.

Unit4 HCM supports the following functions:

<p>Core HR</p> <ul style="list-style-type: none"> • Employee management • Absence management • Expense management • Concurrent roles • Competencies & Skills 	<p>Payroll</p> <ul style="list-style-type: none"> • Payroll Dashboard • Country Localizations 	<p>Talent Management</p> <ul style="list-style-type: none"> • Performance Management • Employee Engagement • Employee Development • Employee Recognition • Insights 	<p>Compensation Planning</p> <ul style="list-style-type: none"> • Multiple compensation plans • Budgets and guidelines • Personalized reward statements • Insights and Analytics
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Want to know more?

To discover more about how Unit4 HCM transforms your people practices, speak to your account manager or visit our website at <http://unit4.com>.