

## Align Your Organization and Workforce to Support Business Objectives

Your top executives establish the strategic direction for your organization. They build operating plans to increase market share, reduce time-to-market, increase profits and improve customer satisfaction. Unfortunately, there is often no link between upper management's vision for the organization and workforce goals, which directly impacts the ability to fulfill these strategic objectives.



PERFORMANCE

### Key Capabilities

- Goal Alignment
- Performance Reviews
- Competency Assessments
- Individual Development Plans

### Key Features

- Automated administration of assessments and reviews
- Highly intuitive and easy to use
- Real-time reporting and integrated workflows
- Globally scalable
- No software to install or maintain
- Rapid implementation
- Seamless integration with other Cornerstone modules

### Business Benefits

- Align key performance processes with organizational goals
- Identify and track highperforming employees
- Increase review quality and reduce administration costs
- Cascade goals for increased accountability

“ We selected CornerStone to not only align our workforce with existing corporate strategy, but to help develop a high-performance workforce prepared to meet our organization's future needs. ”

Jason Lauritsen, Omnim Worldwise, Inc

### About CornerStone Performance™

CornerStone Performance is a comprehensive performance management solution that provides companies with goal alignment, performance reviews, competency assessments and development plans. With CornerStone Performance, you can align individual goals with departmental objectives and organizational strategy to ensure that workforce activity translates into positive business results. CornerStone Performance provides you with the tools to streamline performance appraisal and competency assessment processes, that help align goals within a department, across the enterprise or out to your extended enterprise. With CornerStone Performance, every employee development plan, individual goal, and business unit objective serves the corporate strategic aim to drive performance and revenue.

### Part of a Complete Talent Management Suite

CornerStone Performance is part of CornerStone's fully integrated Talent Management Suite for learning, compliance, performance, compensation, succession and analytics. As CornerStone provides a multi-tenant, multi-user on-demand architecture, you won't have the integration headaches of adding new functionality.

### Unbeatable Time-to-Benefit

CornerStone Performance takes the complexity and risk out of choosing a performance management system. With no software to install or lengthy customization work required, you can reap the benefits of CornerStone Performance in just a few weeks—without sacrificing functionality. CornerStone's hosted solution with subscription-based pricing and modular design supports your organizational growth and delivers what you want, when you want it.

## Goal Setting with CornerStone Performance™

It's critical to align business strategy with workforce activity, yet managing each task for every individual enterprise-wide is extremely challenging without a performance management system. CornerStone Performance brings you the most sophisticated goal management tool set available, allowing you to align your organization and workforce to achieve business objectives.

- Monitor individual performance relative to goals
- Automate SMART goal tracking and reporting
- Ensure cross-company goal alignment
- Drive accountability at all levels
- View KPI dashboards at every level of the enterprise



## Performance Reviews with CornerStone Performance™

Companies often find that performance reviews are a source of stress for both the manager and the appraised employee, and once complete, they are filed and forgotten about until the next review cycle. Because CornerStone Performance is simple to access and use, managers can consistently update employee performance data throughout the year to ensure that end-of-the-year reviews are accurate, relevant and detailed.

- Generate cumulative review forms
- Ensure timely review completion through email reminders and graphical progress reporting
- Automate distribution of review forms based on hire dates or fiscal calendar
- Provide higher organizational visibility through comparative score reports
- Create custom performance reviews with configurable workflows

## Competency Assessments with CornerStone Performance™

CornerStone Performance allows you to easily identify competency and skill gaps within your organization through 360° and 180° reviews, self-assessments and custom-built competency models. Create and manage single- and multi-level competency models or import existing models, criteria and definitions.

Alternatively, through CornerStone's partnership with Lominger International™, customers rapidly roll out sophisticated competency assessment programs based on Lominger's 67 research-based and experience-tested competencies that can be mapped to job roles. CornerStone can dynamically generate an individual development plan and recommend training and developmental activities based on an employee's competency assessment.

- Assess strengths to be bolstered and weaknesses to be addressed
- Analyze results in real-time
- Dynamically generate individual development plans
- Track and store current and historical assessments
- Provide higher organizational visibility

## Development Plans with CornerStone Performance™

CornerStone Performance automates individual development planning to improve workforce performance and retention, which can also contribute to winning succession management. Employees can collaborate online with managers to create objective-based development plans, as well as design a career path by determining proactive developmental activities and tracking improvements against these activities.

- Develop high-performing employees for future job growth
- Track development plan progress when integrated with Cornerstone Learning
- Recommend training and objectives based on competency assessments
- Track progress of planned, free-form, on-the-job and external training

“ CornerStone has one of the most mature and well-developed integrated solutions for performance and learning management.



Bersin & Associates

## About CornerStone

CornerStone helps organizations to empower their people and optimize workforce productivity with a comprehensive suite of integrated talent management solutions for enterprise social networking, learning, compliance, performance, compensation and succession management, as well as robust reporting and analytics.

Visit [www.CornerStoneLeadershipOnline.com](http://www.CornerStoneLeadershipOnline.com)