



PerformanceHub™

From Cogendo

Objectives and Appraisals
Online & On-time.

Simple.
Powerful.
Affordable.



Managed Employee Objectives and Appraisals



Unlock the true power of Objectives management and keep your organisation aligned and focused.

PerformanceHub™ from Cogendo will help keep you and your organisation on track with an automated Objectives workflow and centralised data storage.

PerformanceHub™ encourages progress through its unique 'Dashboard' feature, email alerts and interactive onscreen guidance.

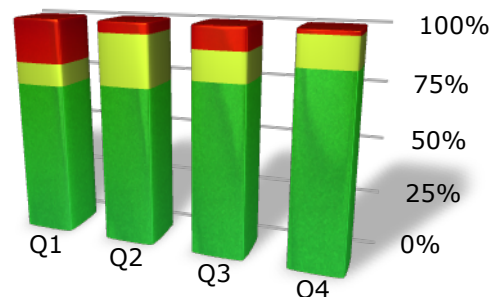
PerformanceHub™ is an online management tool for your corporate objectives process. It covers the entire objectives lifecycle, enabling you to create, track and review organisational objectives from the CEO's company goals all the way down to each employee's personal objectives.

Objectives are linked and highly visible so everyone can clearly see how their personal objectives and their team's objectives relate to the company's goals.

Progress and performance are continuously logged, enabling a suite of reports to be generated automatically, minimising HR and management admin whilst creating new and valuable business intelligence.

PerformanceHub™ also supports your employee appraisal process, tightly integrating it with personal objectives automatically.

The service is provided online, so no software installation is required and data is centralised, enabling you to manage the process much more efficiently.



Key Features



Linked objectives

- Objectives are linked between Manager and Employee all the way up to company goals. Senior management can see how the “big picture” maps into specific actions
- All employees can see how their objectives contribute to team and company goals.
- All participants can be notified when changes occur in the chain
- Drives organisational alignment
- Encourages collaboration

Powerful real-time reports

- Progress on performance reviews for employees, managers and the company
- Collation of performance scores, including highlighting late or missing reviews
- Manager calibration - automatic identification of managers who consistently over- or under-score their direct reports
- See how workforce effort is distributed on each company goal, and how much time is consumed on superfluous or outdated objectives
- Dashboard views: can be displayed on a large LCD screen in the office or simply mailed to management

Easy to use

- Simple and intuitive interface, accessible anywhere
- No software installation required
- Works on all major browsers and operating systems
- Centralised, current and self-contained data

Web-based (aka “cloud-based”)

- Progress, changes or simple notes can be updated where ever, when ever
- Important information not lost or forgotten at review time
- Performance ratings completed as they are achieved
- Independent record of who said what, when
- Securely built on international and relevant industry standards.

Advanced features

- Supports matrix management and task assignment
- Supports employees with no computer access
- SMART objective authoring
- Progress and resource tracking
- Personal to-do list management

What does it mean to your business?

PerformanceHub™ will deliver a number of key benefits, including those listed below, and more. We believe that the primary measure of success is that PerformanceHub will pay for itself many times over in increased efficiency.

Improved productivity through organisational alignment

Using PerformanceHub ensures people are focused on objectives related to goals defined by the CEO, and that they're not working on outdated or unapproved objectives, diluting company focus.

If the company goals change and the CEO hands down new objectives, they automatically ripple through the business, with some existing objectives being deferred or dropped.

Performance management

Clear linkage between personal performance and company goals, driving improved productivity. Managers review individual objectives as they're completed; performance reviews are based on the scores for individual objectives, weighted appropriately. Salary reviews and bonuses are then clearly related to performance against company goals, with an independently maintained audit trail.

Reduced overhead

Performance reviews are automatically tracked and collated: PerformanceHub™ manages the workflow, notifying people when action is required, or an existing item has been changed. The system provides a simple web-based interface, so you're not shuffling around spreadsheets or Word documents. HR don't have to spend lots of time chasing people to fill in reports. No software to install, maintain, or update.

Employee engagement and motivation

All objectives are reviewed/scored using the same system; HR get reports which show whether some managers are scoring their direct reports differently from the average. Individuals need to believe that they'll be treated equally and fairly, receiving appropriate recognition, as a true reflection of work performed.

The **transparency** provided by the reporting capabilities include dashboard views, so the whole organisation, teams and individuals can see whether they're on track, and how they're doing compared to other teams and individuals.

Common, enforced process

Everyone uses the same process, enforced by PerformanceHub's interface. In a manual process built on Excel/Word/email we've found that individual managers will often tweak the process to their preferences; this results in inconsistencies and reduced buy-in from individuals, who might feel disadvantaged.

Reporting

Anyone in the business can receive regular reports showing what objectives have been assigned and progress to date. Managers, including the CEO, can see how much time is being spent on objectives that aren't tied to the overall company goals, and see the cost / impact of objectives that were deemed irrelevant (whether completed or not).

“Somewhere between the concept of MBO and its implementation, something has seriously gone wrong.” – Harry Levinson, Harvard Business Review article.

At Cogendo, we have seen how employee focus on company goals through personal objectives can propel an organisation forward, but also experienced frustration with the execution.

Inspired by principles of partnership, not parenting, PerformanceHub transforms the heavy human process of objectives and appraisals into an agile, finely tuned business performance engine. In so doing, PerformanceHub provides both the aspirin to an HR headache *and* the vitamin to operational delivery.

Cogendo was formed in 2010 to fill this gap with outstanding, simple and affordable cloud-based services.

The founders, Neil Bowers and Rob Wheatley, are veterans of the software and service industry having both worked in small start-ups (in both the UK and US) and large multinationals (Vodafone, Canon and Ericsson). Together they have developed software used around the world by millions of people and hosted services that have to meet high availability and responsiveness needs.

Cogendo is supported by an accomplished international advisory board with a successful track record in management, delivery and innovation.

For further details, demonstrations and pricing please contact us:



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