

## CHALLENGES

- » What can we do to systematically identify our top performers and leadership candidates?
- » How can my organization automate its existing performance review process?
- » There's too much wasted, misdirected work. How can we align activity and business goals?
- » How can we build a pay-for-performance culture?
- » Which employees are best positioned for leadership roles?

## CORNERSTONE PERFORMANCE CLOUD

Assess, Align, Motivate and Grow Your Best Talent

*“Providing managers with easy access to new and existing data allows them to have better quality, forward-looking conversations with direct reports regarding their performance or professional goals. And establishing a framework and workflow for performance reviews helps to ensure a coherent and credible approach across the company.”*

Sharon Bell  
Manchester Airport Group

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 the everyday employee performance management goals of your workforce. Likewise, there is limited visibility into the workforce to identify and develop the talent and critical roles required to reach these goals.

Cornerstone helps identify and track high-performing employees, increase the quality of employee performance reviews, develop critical skills and cultivate the leadership pipeline across your business. The platform is built around three core ideas:

- 1 The typical end-of-the-year performance review is not an effective measuring stick.** Cornerstone will streamline appraisal and competency assessments and help your organization develop a culture of ongoing, interim performance measurement that can be tied to goals and development activities.
- 2 Goal alignment ties employee behavior to business results.** With the Performance Cloud, align individual goals with departmental objectives and organizational strategy to ensure that daily activity is translated into tangible business results. Then leverage Cornerstone Compensation to reward these behaviors and outcomes.
- 3 Complete career, succession and workforce management.** The Performance Cloud manages workforce and employee succession through automated talent profiles, career management, internal recruiting, and comprehensive succession planning capabilities.

The Performance Cloud is part of the Cornerstone Integrated Talent Management Suite, which is delivered as true multi-tenant Software-as-a-Service (SaaS).

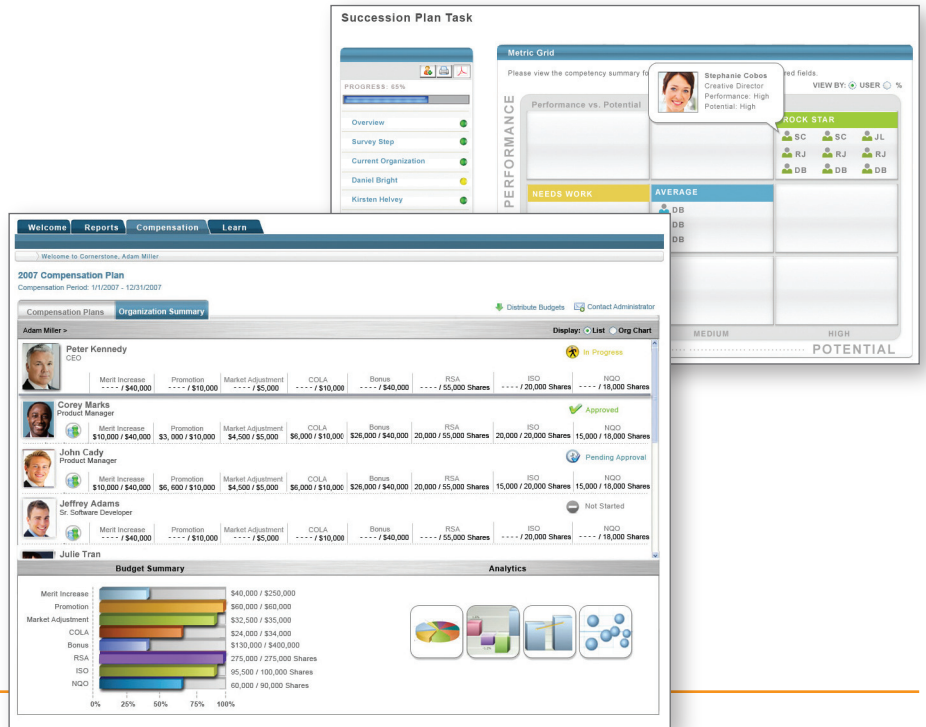
## FEATURES

- » Goal alignment and performance reviews
- » Competency assessments (360s, observation checklist, etc.)
- » Individual development plans
- » Pay-for-performance compensation management
- » Succession plans and career management

## BENEFITS

- » Align key performance processes with organizational goals
- » Identify and track high-performing, high-potential employees
- » Track critical skills and roles
- » Engage your people in their own internal career development
- » Software-as-a-Service (SaaS) means no software to install or maintain

*Calibrate and motivate your teams using easy-to-understand tools.*



## GOAL ALIGNMENT

Cornerstone brings you the most complete and easy-to-use goal management tools available.

- » Monitor individual performance relative to department or business-wide goals
- » Automate SMART goal tracking, alignment and reporting
- » Drive accountability at all levels

## PERFORMANCE REVIEWS

With Cornerstone Performance, break the dreaded annual review cycle and build a culture of ongoing, consistent performance measurement and feedback that actually matters.

- » Generate cumulative, interim and ad hoc review forms
- » Ensure timely review completion through email reminders and graphical progress reporting
- » Create custom performance reviews with configurable workflows

## COMPETENCY ASSESSMENTS

Cornerstone allows you to easily identify competency and skill gaps within your organization through 360° and 180° reviews and self-assessments. Load your own model or use one of our pre-integrated models from industry leaders.

- » Dynamically generate individual development plans
- » Observation checklist capabilities for in-the-field skill observation

## COMPENSATION: PAY-FOR-PERFORMANCE

Cornerstone can be deployed to link performance data to all types of compensation, creating the right kind of incentives for your employees to hit their goals.

- » Build compensation plans with cascading budgets
- » Allocate base, bonus, equity with defined guidelines

## DEVELOPMENT PLANNING

Cornerstone can automate individual development planning to improve workforce performance and retention – and to forge an important link between performance assessment and learning.

- » Track development plan progress
- » Assessment-based training

## SUCCESSION MANAGEMENT

Identify promising talent and critical roles within your organization and ensure that the right people are promoted to the right positions, driving down hiring costs and increasing retention rates.

- » Build automated metric grids of any size (up to 5 x 5) and use drag-and-drop calibration for easy modeling of the organization
- » Draw in competencies to display the most recent ratings for an employee

## TALENT POOLING

Break free from the traditional organizational hierarchy and start to track skills, roles, and competencies that are critical for your business.

- » Nominate high-potential employees with key skills
- » Assign development activities to an entire pool (or to specific employees in a pool)

## CAREER CENTER

Provide career pathing and management capability to boost employee engagement and retention and help your business to align employees with best-fit roles.

- » Allow employees to explore defined career paths within your organization
- » Show matches between current state and desired job roles (on the basis of a wide range of factors like education, competencies, certifications, etc.)