

# EMPLOYEE APPRAISALS – THE HEART OF TALENT AND PERFORMANCE MANAGEMENT

## LOW EMPLOYEE SATISFACTION?

For many businesses, the employee appraisal process is challenging: the completion rate is low and the lack of feedback and clear goals leads to low employee satisfaction.

### Does this sound familiar?

- Managers complain that performance appraisals are time consuming.
- Low follow-up, feedback and direction ratings.

Difficult to ensure you always have

- staff with the right expertise to meet your company's needs.

Inadequate goal achievement. It is

- difficult to break down overall company goals to the individual employee.

## CatalystOne™ Appraisal Manager

CatalystOne™ Appraisal Manager facilitates performance, development and results. With clear direction and frequent feedback, all employees will be in a better position to perform.

### The heart of talent and performance management.

Employee appraisals are the most important aspect of talent and performance management because they lay the groundwork for all other HR processes.

It is crucial that they are conducted properly and at the right time. If you are successful, this process will help employees develop, move in the same direction and thus increase productivity.

### Our solution's foremost advantages and key qualities are:

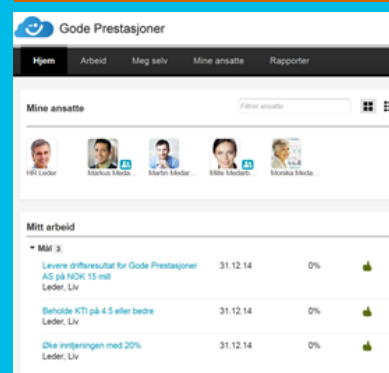
Integrated process support – makes it easy by guiding you through the steps.

Support for follow-up – simplifies follow-up after employee appraisals.

Agile goal management – easy to adjust, takes into account the increased pace of change.

Customisation options – flexible, meets most requirements.

Comprehensive functionality – reach variety of performance appraisal templates.



*CatalystOne™ Appraisal Manager is well-proven and established and has all you need, from basics functions – to more advanced features.*



Make sure you know, develop, reward and retain the people who make a difference in your organisation.

How your employee appraisal processes can benefit from CatalystOne™ Appraisal Manager.

## FOR MANAGERS

### Better prepared

Managers and employees are better prepared for employee appraisals with a consistent understanding of expectations.

### Harmony between employee and manager's goals

See the whole picture before you make decisions. Seeing the relationship between goals at different levels as you prepare for and conduct employee appraisals will give you a strong advantage.

### Follow-up of performance goals and development plans

Get reports and lists of performance goals and development plans with email reminders for easy reporting and follow-up.

### Better management – less time consuming

Since you are guided through each phase, from planning to execution and follow-up, the entire process is easier and faster.

## HR

### Increased completion rate

With our user-friendly solution and e-mail reminders, more employees will complete employee appraisals.

### Each organisation has its own needs

Configure and execute your employee appraisal process based on the needs of your organisation or use a best-practice approach to get started right away.

### Complete process overview for HR

HR gets an unprecedented degree of access to and control of HR processes, with easy integration to other systems.

### Simple integration with existing HR systems

CatalystOne Appraisal Manager™ can be easily integrated with your existing business systems. Utilise single sign-on and data exchange to build an integrated HR environment!

## WHAT OUR CUSTOMERS SAY



- With CatalystOne Appraisal Manager™ our "People Performance" process has been a success!

Tom Solberg, Global Head of Human Resources, Wallenius Wilhelmsen Logistics.



- It is a great tool for goal management during our performance reviews and has anchored our strategy into specific goals for each employee. Nina Christin Yttervik, Organisational Director at Aftenposten.



TOYOTA

- Quality is most important! Having a solid structure and a uniform process for our development reviews has been a great benefit to the entire organisation.

Kjetil Jenssen, HR Director Toyota Norway AS.

## Comprehensive and flexible solutions from CatalystOne™

CatalystOne Solutions offers a complete suite of solutions for talent management to help your organisation achieve its goals through dedicated employees. With our experience, best practices and competent consultants – not to mention the market's best support and service – we are well equipped to help you to implement your business strategy.



OSLO, NORWAY STOCKHOLM, SWEDEN SANDEFJORD, NORWAY CHANDIGARH, INDIA

CatalystOne Solutions AS • Arnstein Arnebergs vei 28 • 1366 Lysaker Norway Tel +47 40 00 36 44 Email [info@catalystone.com](mailto:info@catalystone.com) Web [www.CatalystOne.com](http://www.CatalystOne.com)

All logos and brand marks and names are trademarks of CatalystOne in Norway, Sweden, India and/or other countries, and must not be used without permission. All other trademarks are the property of their respective owners. Every effort has been made to ensure the information included in this case study is true and correct at the time of going to publishing. All information provided herein is provided for information purposes only, "as is", without warranty of any kind, either express or implied, including, without limitation to, any implied warranties of merchantability and fitness for a particular purpose, title, non-infringement, security or accuracy. Nothing herein should be construed as constituting an additional warranty.