

# Performance Management

Use all your employees' talents



Focus on growth, not control!

# Create a high-performance work climate

Your employees are the engine driving your organization. Their efforts determine your success. And so a healthy work climate benefits you all. That means creating a challenging workplace that brings out the best in you all. That's what we call high performance. High-performance teams and organizations stand out by having a work climate that inspires employees. Teampeak focuses on the pillars that support high-performance organizations.



## Set inspiring goals

Helping to achieving meaningful goals makes people feel satisfied. Their inspiration comes not from plastering a wall, but from building a cathedral. But many organizations don't communicate their goals to their employees. Letting your employees know what your goals are helps them to see how important their work is and to take pride in what they're contributing.



## Challenge employees

We all enjoy challenges. Repetitive work and easy-to-achieve goals become boring. That's why successful businesses tailor their goals to employees' potential. So that employees can develop, broaden their skills and improve their and your performance. A win-win situation for you all.



## Create a feedback culture

We all benefit from feedback. It's the most effective way to identify potential improvements. Creating a climate where colleagues can easily give and receive feedback helps them to assess their performance more critically. That results in greater flexibility and progression. Getting feedback from various perspectives also makes it easier to appreciate other important stakeholders' perceptions.



## Increase employee satisfaction

For employee satisfaction, a healthy work climate is more important than primary compensation and benefits. Focusing on developing talent, on clearly communicating goals and on celebrating success creates team spirit. Team spirit then creates pride and a sense of belonging. And the combination of these factors is the best way to boost employee satisfaction.

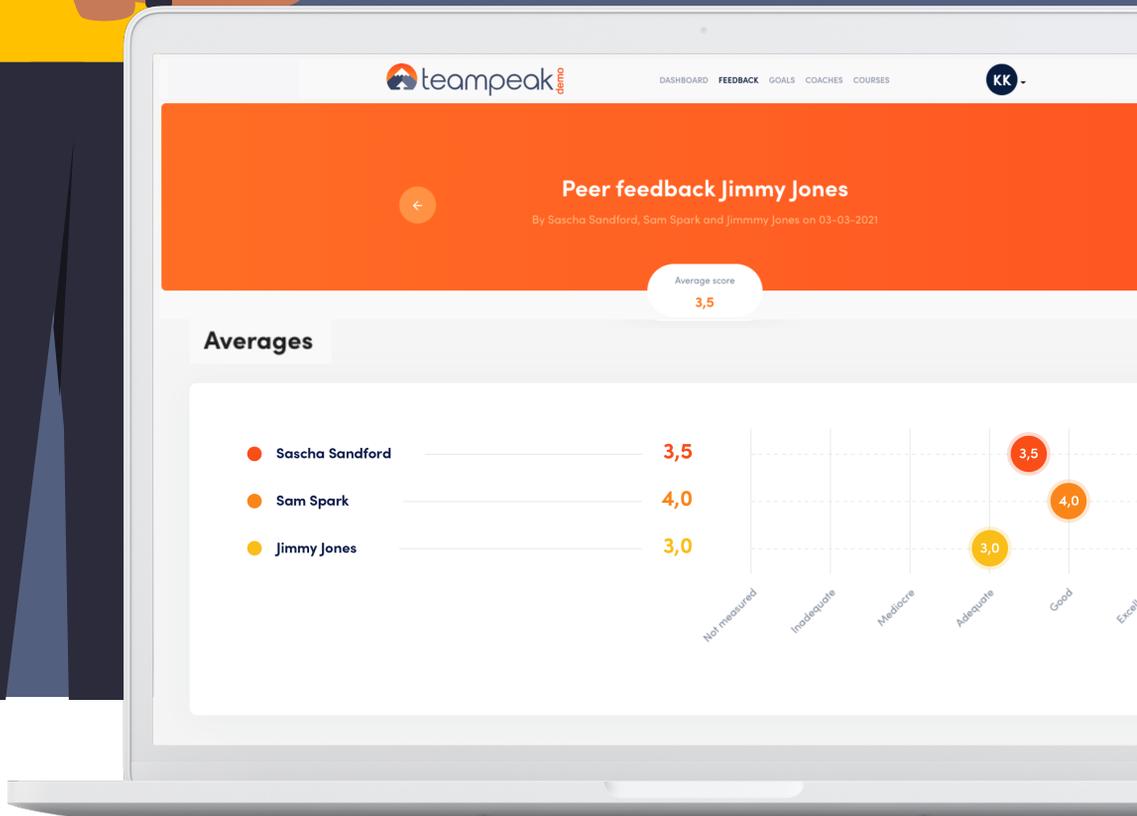
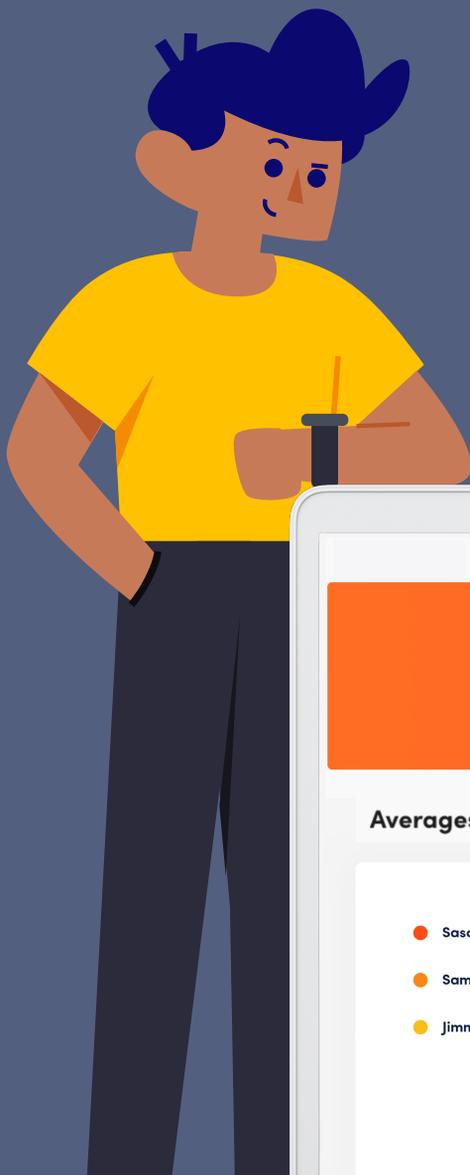


# Introduction Teampeak

A high-performance organization obviously needs a high-performance app. Teampeak has been designed around the key concept of integrating performance management into your day-to-day routine.

This attractively designed, smoothly working app with smart functionalities makes it easy for you to stay focused on your goals and on how you are progressing.

Teampeak will encourage your employees to actively work to achieve goals and develop.



# Compliments



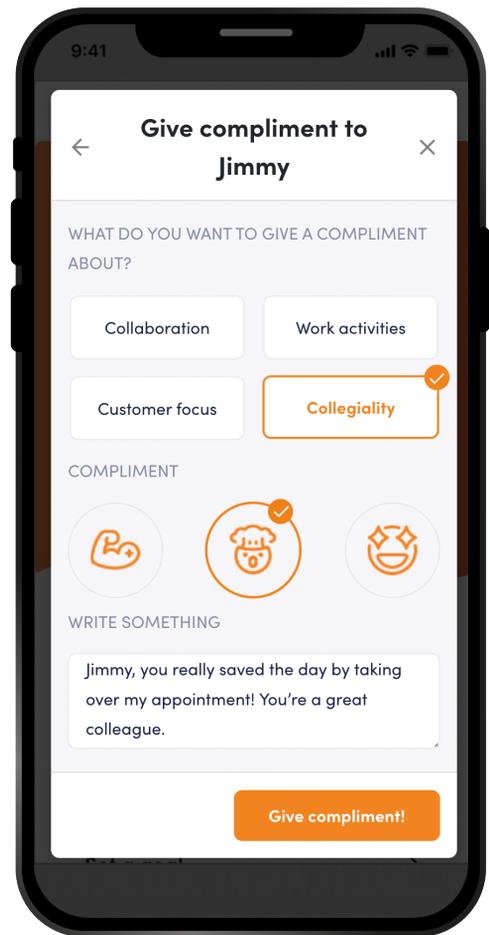
## Tailored to your organization

You can fully tailor Teampeak to your organization by personalizing compliments. Kudos may work better for organizations with younger employees, while other organizations may prefer compliments reflecting their core values. Teampeak offers you the flexibility to customize the system to suit your needs. So you can be sure it'll be anchored in your organization's language and processes.



## Giving compliments

A compliment is a great way of giving positive feedback. People often think of feedback as focusing on what needs improving and on serious discussions. Teampeak makes it so much easier by letting you simply give colleagues compliments. That way, you can all work together to create a positive flow, where everyone feels personally valued.



# Goals



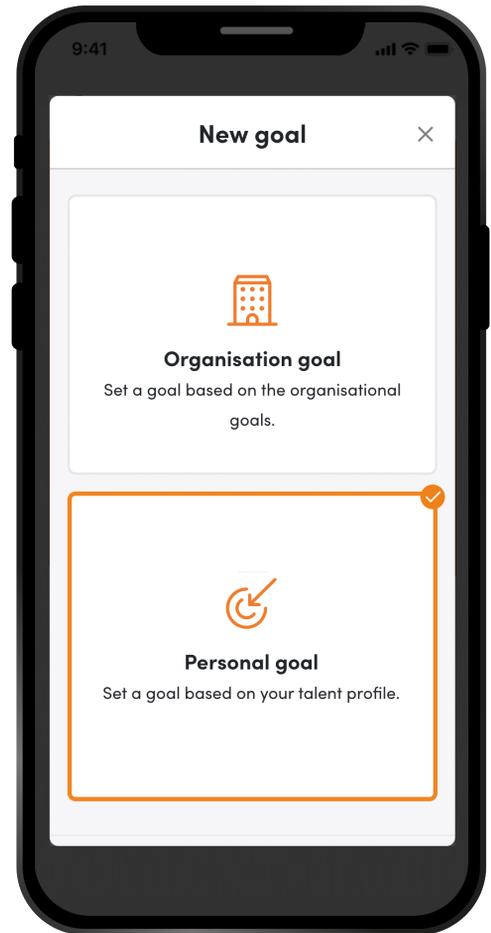
## Different goals

Different organizations deal with goals differently. Sometimes goals are very specific and set quarterly. Sometimes only general goals are set. Teampeak can cater for whatever goals you set. Whether they're departmental or personal, or relate to job profiles. Or even OKR-based goals. That way, your employees can actively contribute to achieving your organizational goals in whatever setting you choose. There's also scope for personal goals. What competency, for example, do you want to develop? And what's your next step?



## Keep progressing

Once you set a goal, you start actively working to achieve it. Teampeak helps employees by dividing goals into a series of actions and deadlines. To make sure good intentions don't become diluted, you'll get notifications at various stages and can ask for feedback on progress. We can also help by providing a handbook full of tips on achieving goals and on action you can take. And you can also link the system to our training manual.



# Feedback



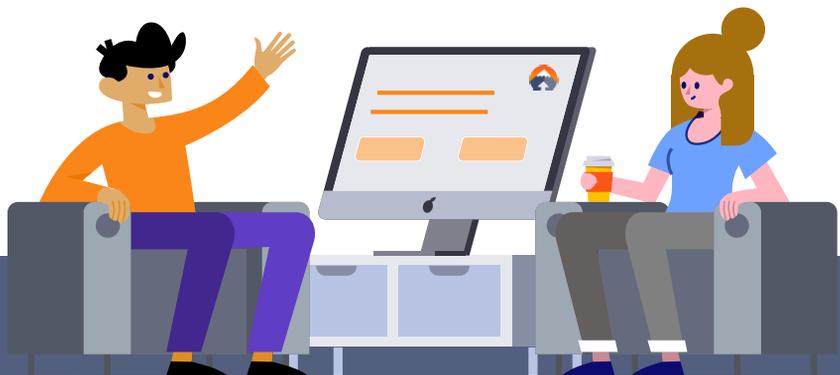
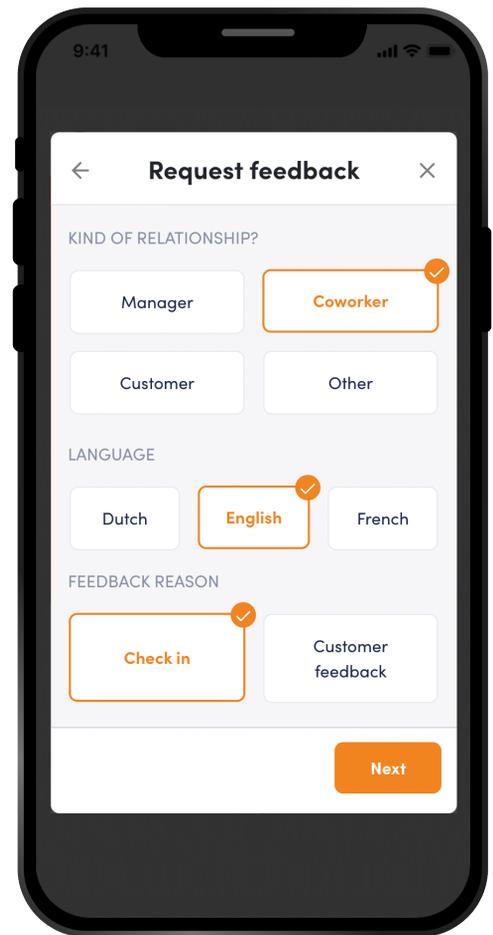
## 360- degree feedback

Employees can use the app to ask for 360-degree feedback. Comparing feedback from colleagues, customers and other people will give them greater self-insight, with a handy graph highlighting their strengths and weaknesses. They can also add questions of their own. And decide whether to share the feedback with their manager. That way, they stay in charge of their own development.



## Smart Function Framework ®

Behind the seemingly simple list of questions you'll find our Smart Function Framework®. This data model means we can incorporate job profiles into a scientific framework to show the potential for developing specific competencies. Just enter your own job profiles in the app to gain meaningful insight into your employees' performance and potential.



# Why you should choose Teampeak?

Teampeak is a state-of-the-art performance model. It contains all the latest insights into performance, both technical and substantive.

Choosing Teampeak means choosing a talent-centric approach. You'll be investing in building a high-performance organization, where your HR policies are driven by talent development.

Your investment in Teampeak will pay for itself by increasing both your efficiency and the return on your employees.



# Features and benefits



## Performance management that works

Teampeak translates performance management into a practical tool for your employees. The focus is on teams working together to achieve goals and progress rather than on compulsory annual appraisals by management. Recent studies\* show this approach to be far more effective than top-down annual assessments.

\* See the work by Kilian Wawoe on this subject.



## Your methods: Our technology

Our app is based on giving individuals high levels of responsibility. We're also flexible: whatever job profiles, terminology and methods you use, we can handle them. Are compliments more important to you than goals? If so, we'll put compliments first. We can even customize the app's look and feel to suit your needs. The tool should feel like your tool. Your employees will then enjoy using it.



## Focus on employees

The best way to inspire employees is for them to feel they own the efforts they are putting into their work. That's why we transformed the pillars of the high-performance organization into this performance management tool. The result is an easy, logical tool for daily use.



## Made for integration

Teampeak is a purpose-led solution targeting talent-focused performance management. We know you'll want to integrate it into your existing HR systems. That's why Teampeak is based on the principle of integration by design. As well as our own API, we have increasing numbers of links to assessment and planning systems such as HR Core, L&D, ATS and BI. So you can be sure of seamless integration.



