

Plateau Performance™

People. Performance. Results.

Being busy is not the same as producing results at the workplace. Investing in a performance management solution ensures that you can focus your employees on reaching the organization's critical goals – *effectively and efficiently* – and measure their performance against those goals.

Plateau Performance offers you the integrated approach you need to develop employee potential, link strategic goals across business units, *and* improve performance management processes.



[Plateau Performance] enables the company to create a corporate culture in which everybody understands the role they play within the company and how their day-to-day performance impacts the company's goals as a whole. ”

- Idaho Power Company

Why Plateau Performance

Increase Workforce Performance – Effectively develop your employee's potential and maximize your critical talent by:

- Taking a balanced approach – employee *and* business-centric – to how people are managed
- Continuously assessing employee skills and performance
- Linking their performance to development activities
- Tracking their improvement over time

Synchronize Key Organizational Initiatives – Bring your organization's critical goals into focus by:

- Cascading strategic goals to all levels of your organization, allowing for visibility across business units
- Linking strategic goals to employee performance and development

Automate and Improve Performance Management Processes –

Enhance your internal structure by:

- Streamlining the assessment process
- Managing large numbers of assessments and plans while protecting sensitive employee information
- Implementing a solution that has the scalability and security to be deployed in the most demanding environments

About Plateau Performance

Plateau Performance is comprised of three distinct products that work together to provide you with all the tools you need to automate and improve your performance management processes. Plateau Performance integrates seamlessly with all products in the Talent Management Suite.

Plateau Performance includes:

Plateau Performance Goals & Appraisals

Manage employee performance effectively and efficiently by:

- Generating review forms that are easily tailored and that update with any goal changes
- Recommending learning activities based on individual performance goals and gaps and automatically updating status as activities are completed
- Providing structured and personalized performance plans that can be created automatically
- Driving a continuous performance lifecycle that can be tailored to your organization to define who is to be reviewed, when, and by whom
- Automating review notifications to your employees
- Utilizing tools such as spell check, language recommendations, and legal compliance scanning
- Using pre-configured reports to track and measure performance management effectiveness
- Providing instant access to employees' current and previous performance ratings
- Equipping your employees with tools that provide overall score information including scoring definitions and how the score is weighted and calculated.
- Measuring and tracking performance review scores and completion of assigned goals using Organizational Dashboards
- Comparing expected performance review rating distribution with actual distribution, allowing you to review and change the performance reviews as needed in order to match the expected distribution

Plateau Goals Alignment

Synchronize key initiatives across your organization by:

- Creating and managing strategic initiatives and cascading them down the organizational hierarchy, aligning them with departmental and individual goals
- Providing a single view of all organizational initiatives
- Providing pre-configured reports that provide management with the ability to view goals alignment throughout the organization
- Automatically linking Learning activities to goals in an individual's Performance Plan

Plateau 360 Multi-Rater

Manage the complete assessment process and provide employees with a comprehensive view of their development by:

- Providing configurable assessment forms for multi-rater and 360-degree evaluations
- Providing a configurable assessment workflow process that determines which individuals will be assessed and how, and automatically notifies raters
- Automating assessment notifications
- Allowing anonymous rater feedback
- Enabling manager to rate all employees simultaneously for the same competency
- Allowing employees to review their assessment results in various ways including average score by competency, rater type, and overall score
- Automatically linking competency ratings and development gaps to development plans and learning recommendations in the Plateau LMS

About Plateau

Today, more than 10 million employees and managers across some of the world's most respected organizations, including General Electric, Internal Revenue Service, Thomson Reuters and Capital One Services rely on Plateau's comprehensive and collaborative talent management solutions to engage, develop, manage and retain high performing employees and workforces.

For more information, please contact us or request a demonstration at:

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