

TALEO **PERFORM**



Be the Employer of Choice with Taleo Perform

Retaining top performers is a key strategy for becoming an employer of choice. When you keep good people, you'll attract other quality employees. To do this, you need to know your high-performing talent and encourage those traits in all employees. Measuring performance against objectives and giving constant feedback is essential to keeping your employees motivated.

Taleo Perform™ turns performance reviews into a strategic activity rather than an administrative task and enables you to measure individual, department, and organizational progress toward business objectives.

Built on the Taleo Business Edition platform, Taleo Perform is fully integrated with Taleo Recruit™, Taleo Comp™, Taleo Learn™, and Taleo Insight™. Taleo Business Edition provides a comprehensive set of tools to retain, assess, and develop staff.

With Taleo Perform, you can:



- **Build the right foundation** to evaluate performance, and develop critical skills. With the right foundation, you can focus on driving results instead of repeating tasks that don't add value.
- **Make the right impact** by engaging employees and their managers in an ongoing dialog on performance. Give managers the tools they need to develop employees and keep performance on track.
- **Plan for the future** by identifying top performers, future leaders, and flight risks. This planning improves career mobility and the bench strength within your organization.

“Taleo Perform ensures that managers, peers, and other stakeholders can provide daily feedback to each other to accelerate performance improvements.”

- Pam Oliver, Director of Organizational Development,
Owensboro Medical Health System

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Key Functions

Integration	Taleo Perform is completely integrated with Taleo Recruit for a single talent management platform on demand. It scales easily and is tightly integrated with Microsoft Outlook.
Goal Management	Define company goals and strategic objectives. Allow managers and employees to create individual public or private goals. Track and measure employee achievement against goals aligned directly to their managers or broader company goals.
Automated Employee Reviews	Use configurable, flexible review templates and business processes to define and monitor the full employee review cycle.
Competencies	Managers can use a behavioral competencies library to initiate the review process from their desktops, use standardized performance feedback comments, and monitor the employee self-assessment process.
360° Multi-rater Reviews	Get more comprehensive feedback with assessments from subordinates, peers, and supervisors. Employees can complete a self-assessment. With a 360-degree view of performance, the multi-rater assessment offers broader feedback as compared to a traditional performance appraisal where employees are often reviewed only by their managers.
Writing Assistant	Help managers find the right words to provide feedback to employees during performance reviews.
Employee Website	Employees can gain more control over their success with access to their employee data, company messaging, assigned goals, and performance reviews. The portal helps ensure performance expectations are in alignment and that information and feedback are accessible to all stakeholders.
Career Planning	Track relevant employee data such as career ambitions, education, willingness to relocate, areas of expertise, languages spoken, flight risk, potential, and promotion readiness so you can match existing employees to future opportunities.
Coaching Tips	Provide coaching and mentoring descriptions for each behavioral competency to help managers provide direction, support and feedback to employees. Managers help their employees correct performance deficiencies, develop existing and new skills, and expand responsibilities.
Compensation Management	Taleo Comp provides a Pay-for-Performance framework for managers to correlate employee base pay and bonus allocation with performance achievement, while ensuring compliance with the organization's compensation standards.

Taleo Perform Overview

Taleo Perform enables your company to create a performance-based culture. Managers can define employee goals and identify the competencies and skills required for an employee to be successful. Configurable review templates automate the performance review process allowing managers to focus on productivity and achievement throughout the year. With ownership and adoption by line managers and employees, performance management transforms an administrative process into a significant driver of business results.

Why Taleo Perform?

- Provides a unified technology platform for consistent product functions and configuration options across your organization.
- Accelerates user adoption by managers through the use of Microsoft Outlook integration for easy access to dashboard tools.
- Accelerates user adoption by employees with detailed instructional text that can be modified easily as the skills of the user population changes.
- No additional costs to tailor Taleo Perform to meet your way of doing business today and how it evolves in the future.

FREE 30 DAY TRIAL
taleo.com

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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