

SAP Product Brochure  
Performance and Goals

# SAP SuccessFactors Performance and Goals

THE BEST RUN 



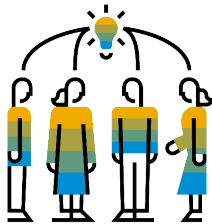
# Objectives

Effectively **managing employee performance** has never been more critical. Your organization faces fierce competition and limited budgets, and must execute with razor-sharp focus or be left behind.

To succeed, you need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve. the SAP® SuccessFactors® Performance & Goals solution helps your organization ensure

strategy and goal alignment, continuously improve workforce performance through ongoing coaching and feedback, and accurately evaluate and recognize top talent.

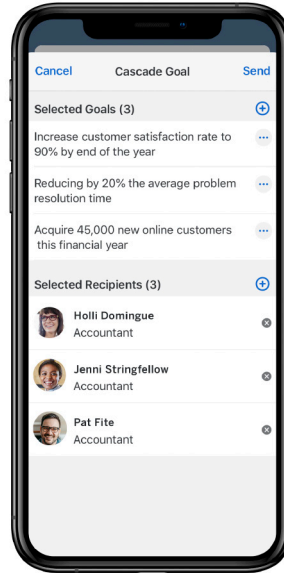
## Objectives



Drive success with a workforce that clearly understands your **strategic business objectives** and quickly adjusts course as business needs evolve

# Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals
- Cascade goals and continuously update employee effort, success probability, and comments with features like Mobile Goal Management
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress



Features like Mobile Goal Management let you **cascade goals**, continuously update comments, success probability, and employee effort

## Powerful Goal Management

Continuous Performance Management

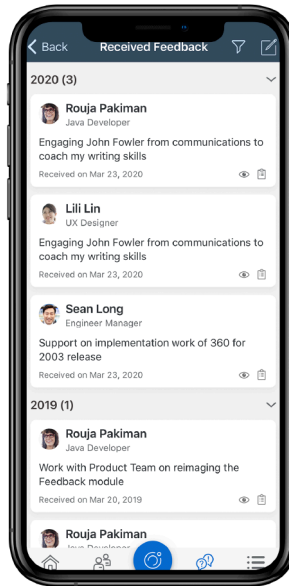
Accurate Performance Assessments

# Continuous Performance Management

Now you can stimulate more continuous dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

## Employees

- Keep managers up to date on activities they are working on specific to goals, what their priorities are and the progress they are making
- Request and share real-time feedback from peers on achievements
- Capture live summary of achievements to discuss during one-on-ones and more easily prepare for the more formal performance assessment



With Continuous Performance Management, request and share **real-time feedback** from peers on achievements

Powerful Goal Management

Continuous Performance Management

Accurate Performance Assessments

### Managers

- Track team's progress against goals, ensure they are working on what matters, and easily provide actionable feedback
- Access activities, achievements and feedback to hold more effective performance check-ins when meeting face-to-face with employees
- Share simple coaching, placing emphasis on what employees have done well and what they can do to improve their future performance

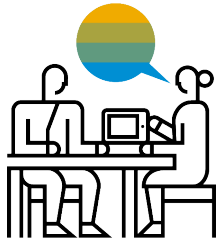
### HR Leaders

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly

Powerful Goal Management

**Continuous Performance Management**

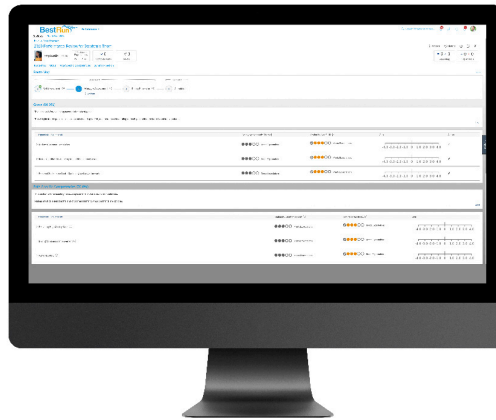
Accurate Performance Assessments



Guide managers on how to provide simple and effective **performance coaching**

# Accurate Performance Assessments

- Get better quality reviews, promote faster user adoption, and increase completion rates with a simple and engaging experience for everyone
- Capture a more balanced and complete view of employee performance with “Ask for Feedback” and 360 Reviews
- Eliminate writer’s block and provide more meaningful feedback with Writing Assistant and Coaching Advisor
- Identify top and bottom performers based on their individual competencies with Team Rater and Team Overview
- Reduce risk of using inappropriate language in reviews with Legal Scan
- Ensure objective, fact-based decisions around performance and compensation with Calibration



**Performance review forms** display a comprehensive performance summary showing the feedback captured on achievements

Powerful Goal Management

Continuous Performance Management

**Accurate Performance Assessments**

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