

Performance Management Solution Sets

Successful performance management is grounded in carefully planned and proven processes. Despite recognizing this need, many organizations don't have the resources to follow through effectively. That's why SumTotal has created a series of preconfigured, best-practice solution sets based on the successes of hundreds of organizations.

Through these preconfigured solution sets, SumTotal now offers you years of industry experience with solutions that have been validated by the SumTotal network of customers. Our goal? To combine all the business value of best-practice performance management with a very rapid, low-cost implementation so you can:

- Get accurate data to drive performance and decision-making
- Focus employee goals and metrics on company strategy
- Save time and money while increasing compliance.

Supports best-practice capabilities such as:

- Collaborative goal-setting, alignment, and cascading
- Flexible fields and permissions
- Customer-specific competency models and rating scales
- Job-specific competency models
- Integrated development library
- Workflow approvals and audit trail
- Roundtable ratings calibration.

This solution includes:

- Your choice of the most common process flows
- Multiple assessment form templates
- A library of standard rating scales and competencies developed by experts—plus the ability to define your own
- Templates for delivering end-user training
- Job-aids for employees and managers
- Sample communication plan and project plan to help you manage your rollout
- Standard reports for employees, managers, and administrators
- Administrator user guide
- Online training for your project team.