

# Continuous Performance Feedback

## Employees expect consistent and frequent feedback.

Performance reviews and forced rankings no longer achieve intended feedback results. Providing in-the-moment coaching creates a strengths-based culture resulting in higher quality work and employees who stay with their company longer and are more engaged.<sup>1</sup>

## Employees whose talents are utilized are more committed.

With 67% of US employees pursuing job-related learning, it's clear that employees are looking for growth<sup>2</sup>. Providing continuous feedback helps retain high performers by giving them dedicated career development plans.

## HR technology empowers managers and employees.

Best-in-class organizations use HR technology for performance conversations when it comes time to award pay and promotions. Continuous feedback empowers your entire workforce to grow in strength with tools and support.

## With SumTotal you can:



“Thanks to SumTotal’s Performance Management system, Brunswick’s employees now understand not only their goals, but how they relate to the direction of the company”

**Homer Stewart, Director of Executive Development, Brunswick**

1 “Employees Want a Lot More From Their Managers.” Jim Harter and Amy Adkins, Gallup, April 8, 2015.  
2 Employees Want a Lot More From Their Managers.” Jim Harter and Amy Adkins, Gallup, April 8, 2015.  
3 Only 55 Percent Of Employees Feel As Though Performance Management Appraisals Are Effective.” Dan Pontefract, Forbes, March 31, 2015.  
4 Report: What Separates Great Managers From the Rest.” Amy Adkins, Gallup, May 12, 2015.  
5 Employees Want a Lot More From Their Managers.” Jim Harter and Amy Adkins, Gallup, April 8, 2015.



Only **55% of employees** feel as though performance management appraisals are effective for employees to develop themselves and their abilities at work.<sup>3</sup>



Employees whose managers hold regular meetings with them are almost **three times as likely** to be engaged as employees whose managers do not hold regular meetings with them.<sup>4</sup>



**2/3 of employees** who strongly agree that their manager focuses on their strengths or positive characteristics are engaged.<sup>5</sup>

**Ready to learn more?** Our SumTotal experts work with organizations around the globe to improve organizational performance through people strategies – and we’re ready to share our expertise with you.

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