



NetDimensions[®]
Performance

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LEARNING





NetDimensions Performance helps organizations manage performance throughout the year by replacing the traditional annual performance review with an ongoing dialogue between managers and employees, focused on incrementally improving employee performance throughout the reporting year.

With NetDimensions Performance, employees can better understand their jobs and the competencies that are important to these roles. They can track their personal progress against goals and how these relate to the rest of the organization and they can follow and complete their learning and development plans.

Increasingly, successful organizations are incorporating learning within performance management to maximize the impact of their training programs and to accurately align employee training with corporate strategy. NetDimensions Performance will enable you to tie employee activities to corporate objectives, then measure the impact of training programs on employee performance to let you manage your workforce and drive the business forward.

NetDimensions Performance allows you to build a comprehensive view of your organization's jobs, skills, objectives and progress, and provides the tools you need to determine each individual's strengths and weaknesses, allowing you to better direct and measure their performance.

Formal competency assessments let managers evaluate and develop their teams year-round, but they can also capture details about an employee's ongoing contributions and achievements any time by collecting informal feedback. In addition, they can quickly and easily track and update the status of skills, goals and of development plans.

NetDimensions Performance gives employees, managers and HR professionals the tools and insights to inspire people to perform to the best of their ability.



Why NetDimensions

- ✓ Enterprise-wide performance and learning integration
- ✓ Best practice performance management processes
- ✓ Global & international with multi-language support
- ✓ Goal & Competency based assessment capabilities
- ✓ Out-of-the-box integration with best-in-class social platforms
- ✓ Turnkey functionality for fast time to deployment
- ✓ Open to integrate and quick to customize
- ✓ Consolidated pricing, no hidden costs

Key Features of NetDimensions Performance:



Competency Management

The NetDimensions Talent Suite is built on the principle that when competencies are used for talent management they act as a powerful tool for communicating and reinforcing what a company values. The categorisation of set of skills, knowledge and behaviours provides a comprehensive overview of organizational talent, which enables strategic HR planning.

NetDimensions Performance enables you to create your own competencies and competency ratings to build a competency model, or you can easily import an off-the-shelf competency models and tailor this to the precise requirements of your organization.

Each competency can be linked to one or more learning modules to show which combination of training and assessments or exams can be used to attain or improve an employee's rating for this competency.

Competency Management allows you to catalogue and better understand the skills that exist within your organization and provides a subjective view of a particular individual's abilities and potential. This lets you identify people with the skills and competencies your organization needs so that these key individuals can be placed in the right roles at the right time, increasing motivation, reducing turnover and strengthening the business.

Job Profiles

NetDimensions Performance enables you to map a particular set of competencies to a job profile and to specify the target rating for each competency for that job. You can evaluate and profile any role or position and build job profiles to cover both current and future roles.

By listing and defining the competencies and ratings needed for a particular role, organizations give their employees a set of clear objectives against which to measure themselves.

Competencies attached to a particular job profile can be automatically imported into competency assessments or performance appraisal forms, and if changes are made to a job profile these forms will be automatically updated.

You can also search for employees who possess the competencies required for a given job profile and identify those with relevant or the closest combination of skills, qualifications and experience. If appropriate a competency assessment can then be initiated to compare or confirm potential candidates.

Goal and Objectives

Once corporate goals and priorities are set they are cascaded down through the organization hierarchy and broken down into lower level goals for each business unit and functional area and subsequently for individual managers and employees.

NetDimensions Performance shows the linkage from organizational objectives to an employee's personal goals so that managers and employees can better understand how their activities support the business. This approach helps align company, manager, team and employee goals and promotes better overall accountability and buy-in.

NetDimensions Performance encourages managers and employees to work together on an ongoing basis to review, measure and update objectives. This is critical in ensuring that when strategic goals change rapidly, individual objectives quickly re-align to the new business priorities.

Align, track and manage goals to drive company performance, build a shared vision and encourage organizational unity.





Competency Assessments

NetDimensions Performance provides competency assessments that are designed to identify an employee's strengths so these can be harnessed and to also highlight weaknesses so these can be swiftly addressed. Based on assessment results, managers can assign development plans and tasks and tie them directly to a particular competency, or they pick learning items from a list of recommended training activities.

Competency assessments run against particular job profiles can establish individual and organizational readiness and can help you prepare for promotions or business expansion by identifying future skill gaps. This can then be used to plan training and development measures for individuals or teams, to build organizational bench strength.

NetDimensions Performance provides self, manager and multirater competency assessments.

Self assessments give employees the opportunity to evaluate themselves, either to set a rating for enabled competencies such as language skills, or more commonly as one input into a broader assessment of their skills.

Multirater competency assessments collect confidential evaluations from a variety of supervisors, peers and subordinates, and provide a full 360 degree assessment where required. Managers and, where appropriate, employees can select evaluators to include in multirater assessments.

Multirater competency assessments are a powerful and objective way to make employees more aware of their behaviours and actions and to help them better understand and accept areas requiring development.

With NetDimensions Performance managers can compare self assessments with multi-rater assessments to get a balanced view of an individual's potential, strengths and development needs. A comprehensive set of reports also enables effective planning and preparation of appraisal discussions, development planning and subsequent coaching.

Performance Appraisals

With NetDimensions Performance you can quickly and easily set up any type of performance assessment process. You define the people you wish to contribute to the process, include the steps you want, in the order you want, and set notifications to deliver automated reminders to keep the process on-track.

Design your own appraisal form or modify one of our templated appraisal forms, which are designed to support appraisal best-practices, such as SMART objectives (Specific, Measurable, Attainable, Relevant, and Time-bound). Forms can be built to enable individual objectives to be weighted and prioritization against each other or where appropriate against competencies or learning actions.

The whole system is designed so that you don't need the IT department or software supplier to make changes. Performance appraisals are fully extensible, so alongside the outcomes and results of objectives and goals, they can include future goal setting, competency assessments based on the job profile, a personal development plan or even questionnaires to collect key information.

With NetDimensions Performance you can reduce the time and cost of appraisal activities and improve the quality and completion rates of appraisal forms using a system which makes it easy to track and manage the entire appraisal process.





Informal Performance Feedback

NetDimensions Performance is designed to encourage regular assessment of employee performance and the continuing feedback loop this creates between managers and their staff.

However, in many modern, matrix driven organizations, where employees work in cross-functional teams on global projects, the most useful and accurate performance feedback often comes from outside an employee's direct reporting hierarchy.

To collect this information NetDimensions Performance lets people quickly and easily submit feedback on any other person in the organization, regardless of where they fit in the reporting structure.

This real-time, integrated feedback can generate immediate actions such as additional training, bonus recommendations or coaching to address performance issues. Managers can also review feedback history during performance assessments and incorporate this into formal employee appraisals.

NetDimensions Performance helps improve employee engagement and job satisfaction, and drives business improvement by delivering an environment where everyone's feedback can count.



Performance Analytics

NetDimensions Performance gives managers and HR professionals access to summarized performance and competency scores and trends as well as real-time progress on individual and organizational goals.

In depth analytics and built-in reports save time and optimise the use of performance information.

High-level overviews and drill-down information on locations, teams and individuals allow better decision-making for managers and HR professionals.

Contact us today and we will show you how NetDimensions Performance will enable you to efficiently manage your assessment, certification and compliance programs.



NetDimensions[®]

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Knowledge.
Learning.

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