

CORNERSTONE PERFORMANCE

Track employee performance against business objectives and reward top employees

The employee performance management process is fragmented, inconsistent and completely outdated. Most managers find the approach time consuming and often supported by manual spreadsheets. The lack of strategy and automation results in reduced employee engagement and ineffective communication at all levels of the organization. With a growing influx of millennial employees, this severe misalignment between the workforce and the overall strategy of the business can be costly.

Cornerstone Performance is a performance management solution that seamlessly aligns individual, departmental, and organizational goals. To optimize organizational operations, Cornerstone Performance delivers goal management, competency tracking, and career management functionality that rewards talent. It's time to translate your workforce activity into positive business results and reward top performers the right way.



Improve Employee Loyalty

Managers and employees can see individual goals and the broader organizational goals to which they are aligned, so they can understand how they contribute to the organization's bottom line.



Retain and Grow Your Best Talent

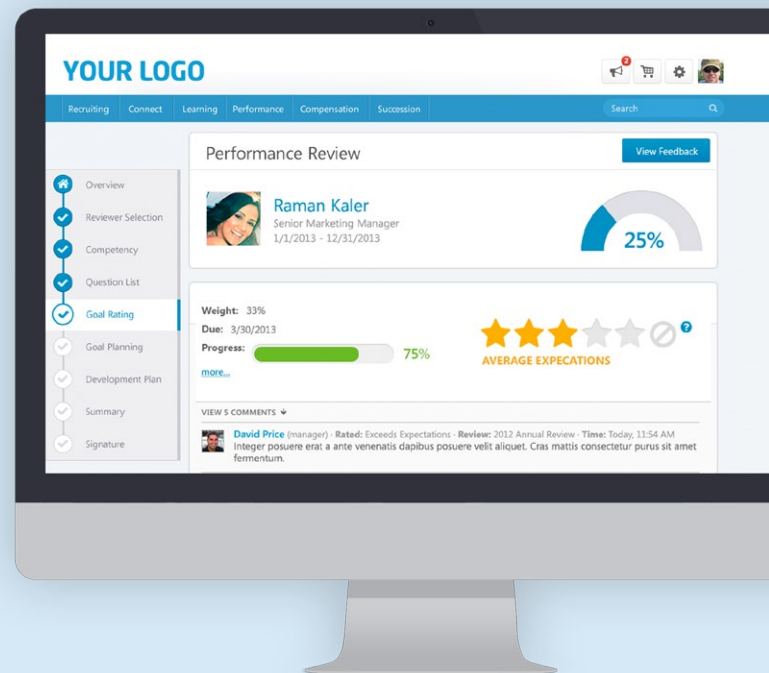
Identify promising talent within your organization and ensure that the right people are promoted to the right positions, driving down hiring costs and increasing retention.



Reward Top Performers

Manage all types of employee compensation programs including salary, hourly pay, merit increases, market adjustments, lump sum payments and other discretionary pay components.

Align individual goals with departmental objectives and organizational strategy. Identify and track employee performance and recognize and reward top performers.



Goals & Performance

- Goal setting & performance
- Social reviews
- View KPI dashboards at every level of the enterprise
- Create custom performance reviews & 360-degree reviews



Development Plans

- Personalized career development plans
- Address skills gaps and improve strengths
- Link to competency assessments
- Attach managerial comments and feedback



Skills Matrix & Competency Assessments

- Configurable competency models
- Define roles and map required competencies and training
- Identify how employee's skills align with those required for a specific role
- Fully understand and be able to tap the potential of the organization



Observation Checklist

- Configurable checklists
- Mobile observation checklist
- Create a record for compliance reporting
- Automate evaluation processes and eliminate paper processes



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Cornerstone OnDemand is a leader in cloud-based applications for talent management. Our solutions help organizations recruit, train, manage and connect their employees, empowering their people and increasing workforce productivity. To learn more, visit csod.com.