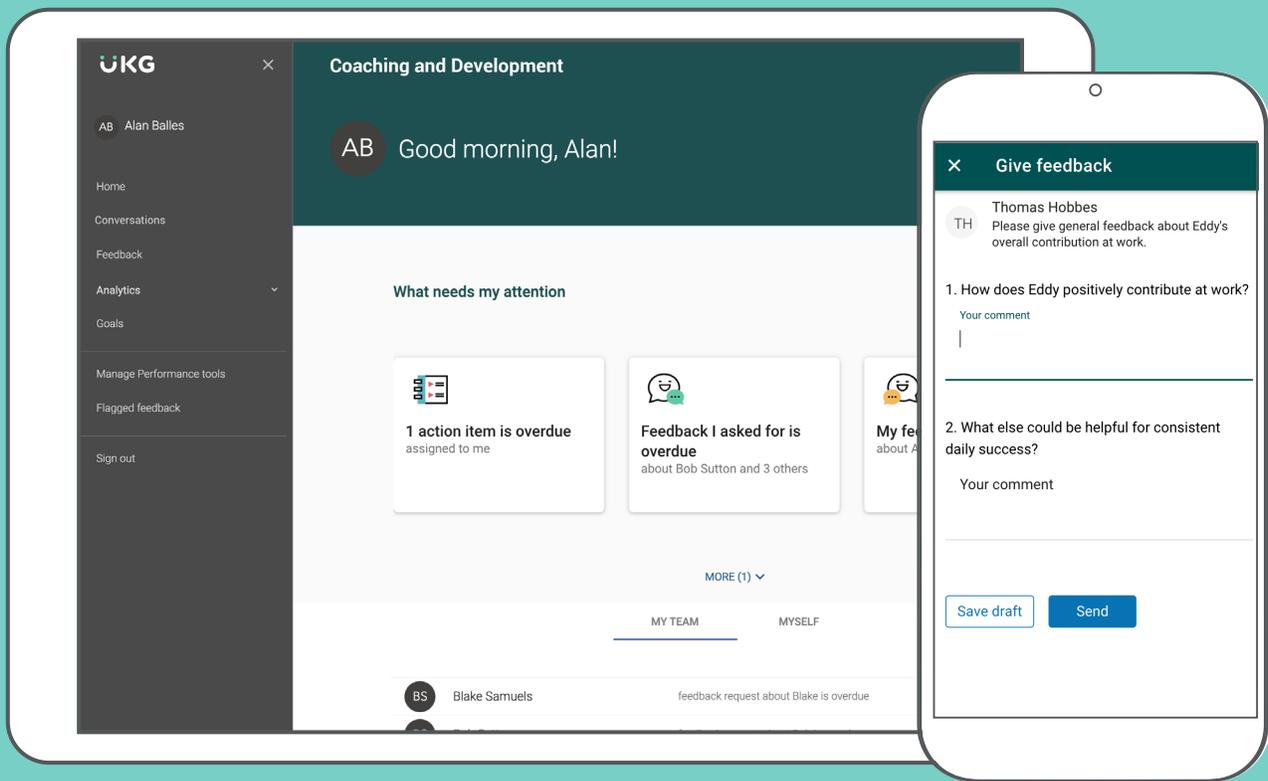


Performance and Coaching

Achieve deeper, meaningful connections through collaborative, **ongoing career development**

UKG Pro™ Performance and Coaching is reimagining performance management to inspire greater action from employees and managers throughout the year—rather than once annually. With our modern, collaborative talent development solutions, organizations can achieve collaborative reviews, meaningful people conversations, attainable goal-setting, and year-round developmental feedback.



Understand Performance Variables

Connect more data points across the employee journey, identifying opportunities for them to grow and add value in their current roles, while preparing for future success. With ongoing 360° feedback, leaders can maximize opportunities to boost engagement, drive alignment, and support organizational connectedness.



Instill Growth Mindsets

Encourage greater collaboration in one-on-one meetings and provide clearer delegation of tasks and action items for more impactful goal setting. Powered by UKG's advanced artificial intelligence (AI) engine, Pro Performance and Coaching helps remove latency and bias, while promoting a culture of civility.



Future-Proof Your Talent

Empower your people to make the right career moves and thrive in purpose-led positions that speak to their different interests and ambitions. With Pro Succession, leaders have increased visibility into performance and skilling adaptations to reward innovation and prepare their workforce for the opportunities of tomorrow.

Key benefits

For Managers

Gain immediate access to all talent-related tools and resources, via the Talent Dashboard.

View action items and assess meeting notes encouraging faster action for employees needing attention or guidance.

Create transparency by encouraging open communication and performance conversations.

Understand the meaning behind employee feedback with natural language processing (NLP) and AI-backed insights.

Collect entire team feedback in just a few clicks, and easily manage meeting notes in one place.

Leverage a configurable library of suggested activities to coach and engage employees, with Leadership Actions.

Track and analyze key metrics, including the ability for leaders to identify retention risks and high potentials within their team.

Prepare people for new workplace opportunities and minimize the impact of losing key employees

For Employees

View and respond to feedback from performance reviews at any time, on any device.

Define goals and proactively initiate conversations with their manager throughout the year to help keep track of progress to goals.

Gain continuous feedback to maximize potential and improve communication with leaders.

See how individual goals fit into the organization's "big picture" objectives.

Record and manage information and accomplishments that may be important to career trajectory and development.

Meaningful Conversations

- Encourage employees and managers to hold regular, structured performance conversations
- Stay up to date on notes and action items anywhere, anytime with complete mobile access
- Create transparency with shared meeting notes, trackable action items, and conversations around individual performance that go deeper than ratings

Comprehensive Meeting Templates

- Utilize carefully curated templates to guide workforce conversations around employee growth and development including retrospective reflections, check-ins during uncertainty, and more
- Customize new templates for one-on-one conversations to discuss the information most relevant to you and your team
- Build agendas that will help leaders and their people remain on track and on task

Ongoing and Timely Feedback

- Request, share, and review feedback at any time—on mobile or desktop
- Allow for contributors to respond anonymously, with toxic feedback detection to help protect culture of civility
- Choose from several feedback templates, with editable questions to fully tailor to individual team members' needs

Collaborative Performance Reviews

- Recognize and rate employee achievements and identify areas of improvement
- Leverage tools to create a more conversational review process, including open-ended questions, and removing ratings from review sections
- View feedback collected throughout the year while authoring reviews

Proactive Succession Planning

- Track activities and measure the progress of development plans
- Generate recommended learning options tailored to individuals
- Instantly view strengths and opportunities for improvement, via embedded analytics
- Leverage Predictive Analytics to examine the likelihood of an employee becoming a high performer or a flight risk
- Explore successor gaps and impact



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