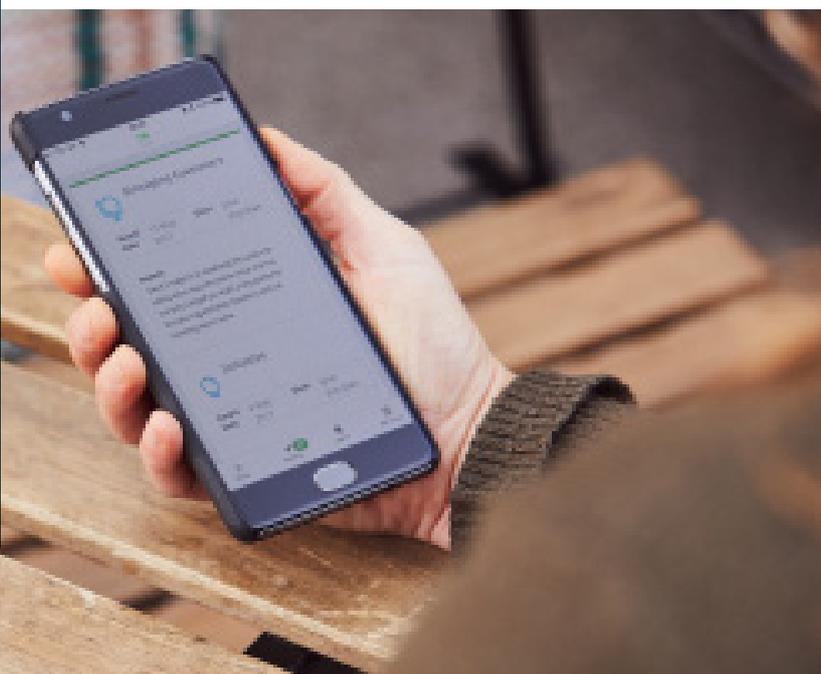


DATASHEET

Sage Business Cloud People

Performance and talent management

Unleash the potential of your employees and transform the way you develop and manage your skills across your workforce



Companies are shifting away from rigid annual processes toward a flexible approach that reinforces the critical behaviors that matter to your most valuable asset; your people. Sage People, part of Sage Business Cloud, helps manage your people’s development with continuous communications and better workforce visibility.

Improve employee performance

Meaningful talent management enables HR and People teams to proactively steer careers in the right direction, and tease out the best within each individual in your workforce.

With Sage People, your managers can build people-

focused conversations and transform your employee performance review cycle from an administrative burden to a collaborative, ongoing strategic process.

Manage your talent strategy more effectively by providing your HR and People teams with the performance management, career planning and development tools they need.

Other Sage People datasheets

Sage People provides a complete cloud HR and People system, comprising the following key product areas

HR and People analytics

Talent acquisition

People management

Attendance and leave management

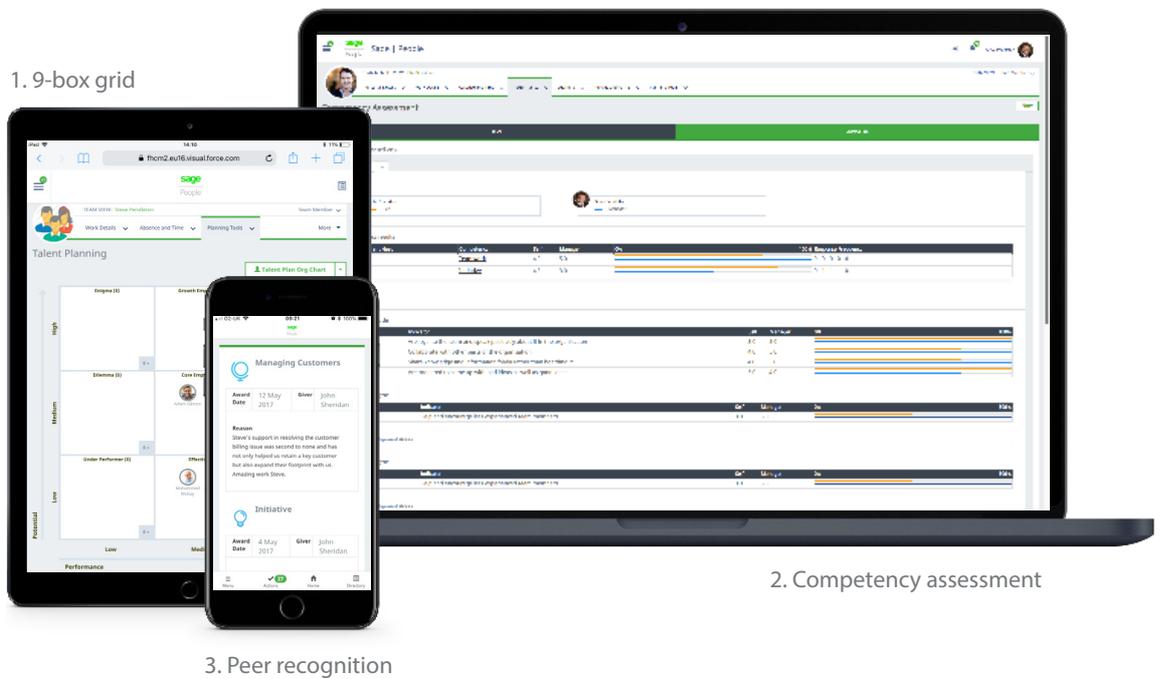
Payroll, compensation and benefits

Performance and talent management

Workforce experience management

Global cloud HR and People system

Unleash performance potential



1. 9-box grid

2. Competency assessment

3. Peer recognition

Here are just some of the ways Sage People can help you

1. 9-box grid

- Visual representation of team performance
- Identify high performers, and team members who require development plans
- Reward and retain top talent

2. Competency assessment

- Identify and understand development needs
- Nurture talent and track ongoing feedback
- Align employee activities with business strategy

3. Peer recognition

- Recognize great work with unsolicited peer-to-peer recognition
- Create a positive culture and attitude toward work and work done well
- Configurable rewards and badges to match company culture and brand

Performance and talent management features

When it comes to cultivating talent, Sage People help you attract and retain the right employees you need for business success.

Performance management

Communicate expectations, define duties, and help people accomplish strategic objectives with Sage People.

- Processes are configurable to suit your company's performance cadence and methodology - define questions, participants and visibility, depending on your strategy.
- Provide instant peer recognition for immediate feedback outside of annual or other formal periodic reviews.
- Enable 360 feedback from internal team members, managers and external assessors to support development planning.
- Set company-wide and team-manager cascaded objectives, with range of time settings, priority and visibility options.
- Align individual objectives with organizational goals and demonstrate the value of your employees to the company.
- Detect possible manager bias and halo effects with standardized HR and People analytics.
- Set controls around performance reviews e.g. how many participants can provide feedback or flagging team members that can't receive feedback.
- Display performance rating information so managers have visibility of trends across their teams, with the ability to drill down further for more details.
- Automated email reminders notify managers and employees about upcoming tasks and reminds those which are late.

Skills and competencies

Get a clear and objective view of where your people excel, where they can develop.

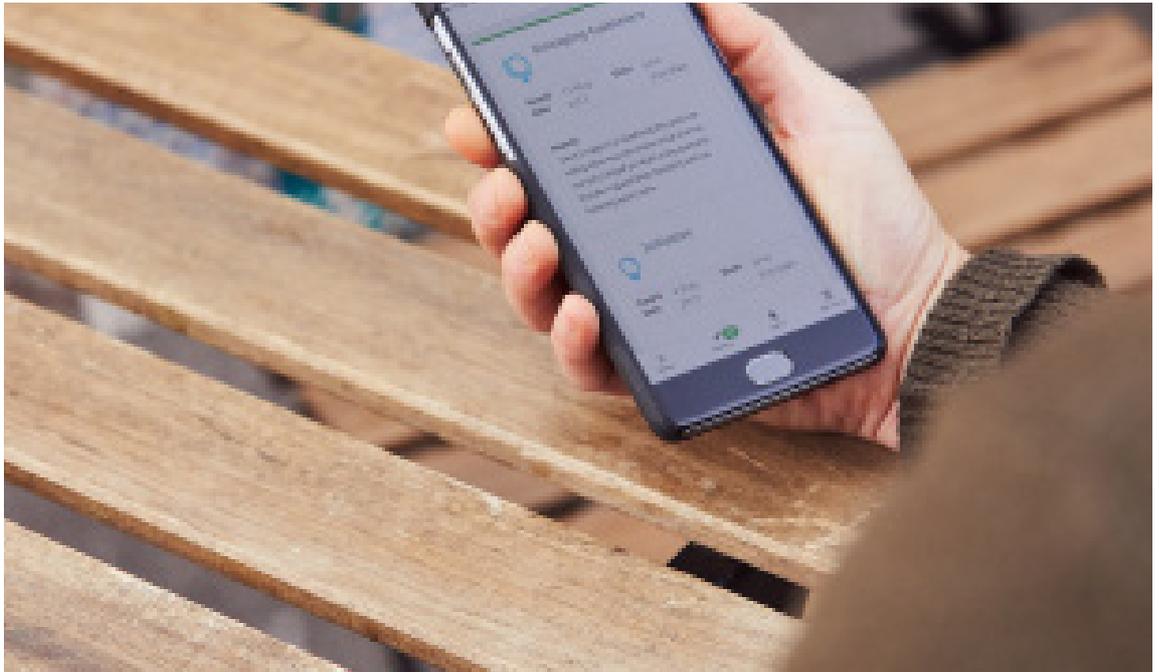
- Comprehensive skills search capabilities across your global workforce for job role matching or bridging skills gaps.

- Assess skills against a selection of rating scales and system supported skills matrix.
- Create career and professional development plans as part of your employee performance management process when you identify learning needs.
- Create a continuous learning culture with integrated learning tools and that bring them to life with skills and competency analysis.

Talent management

Spot stars, build strong teams and plan your resources for the future with Sage People.

- Executives, managers, HR leaders can drill down into performance management metrics delivered in easy to understand reports and dashboards.
- Make talent decisions based on easy to access headcount numbers, forecasts, cost impacts and talent gaps.
- Succession planning – get a high level management view successors, see level of readiness, and supporting development plans for optimal succession planning.
- Create development plans to help bridge talent gaps and monitor progress against plan so you always have a pipeline of talent.
- Manage attrition by capturing potential, risk and impact of leaving so you can improve and develop areas of the business as needed.
- Use tools like the 9-box grid and skills matrices to forecast and evaluate talent pools, so you can develop talent and accelerate top performers.



About Sage Business Cloud People

Sage People enables mid-size, multinational companies to manage workforces through its global, cloud HR and people system, transforming how organizations acquire, engage, manage and develop their employees. Implemented quickly and simple to use, the award-winning system increases workforce visibility, HR productivity, and provides better experiences across the entire workforce.

“Since implementing Sage Business Cloud People we’ve changed the way we work as we’ve streamlined our HR processes. It’s really helped us to gain better visibility of our employees across all our offices.”

Eleanor Simmons, HR Business Partner, CRU

For more info visit www.sagepeople.com

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