

Benefits

Identify and Retain True High Performers and High Potential Employees

Strengthen succession planning capabilities, internal spend policies, and develop meaningful career paths to retain employees who have the largest impact to your business.

Drive Workforce Performance

Gain operational insight and make better-informed decisions with detailed information presented through reports and dashboards.

Enable Data Driven Planning

Objectively identify and assess critical business elements about workforce performance to enable planning.

Hiper Hipo Performance

The Workforce Challenge

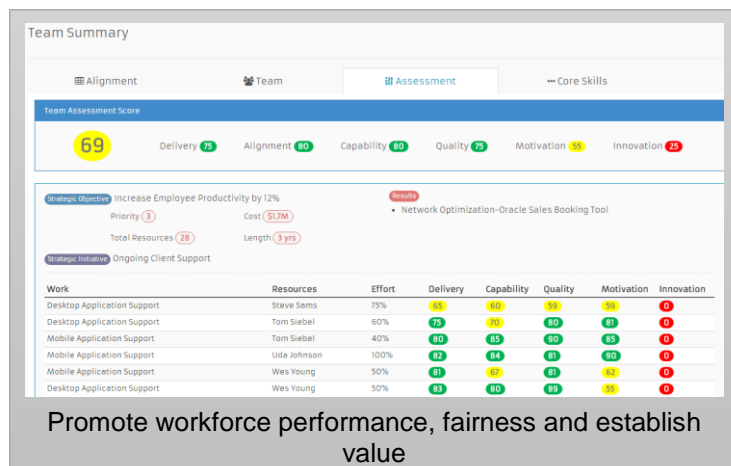
Workforce performance is an important, high-profile initiative that requires a large time investment for many organizations. The time and effort spent on administering and executing annual performance reviews often fail to yield any usable planning information. Organizations need to take a more data-driven ROI-based approach to assessing their workforce's performance as it aligns with their business strategy. With pressure to reduce costs, increase productivity and increase innovation across the organization, organizations need better information to determine true workforce performance.

Current performance systems do not provide information necessary to aligning workforce demographics, capabilities, costs, work completed, performance indicators, and other elements to strategic business initiatives, making it difficult to execute long term workforce planning. Leadership and management need to see workforce data alongside business data to make more informed decisions about performance. From work complexity to work completed to effort to cost, they need to know if their workforce is performing at or above expectations and at an acceptable cost.

Most organizations use a third-party performance management system that capture pages and pages of data which fails to align the necessary elements of the workforce and business to understand true performance and value. But until now it's been difficult to apply a disciplined approach across different systems to demonstrate workforce performance and value.

The Hiper Hipo Solution

Hiper Hipo Performance capabilities provide objective information about your workforce to enable organizations to be at their best. Hiper Hipo's Performance application enhances planning, automates and simplifies evaluation of the workforce based on information gleaned from our Insight application. The Performance module creates objective measures related to cost, motivation, innovation, and quality. Managers are able to find the right balance between their view of performance and those intangibles that are hard to measure. The system measurements and endorsements from internal and external stakeholders combine to deliver a comprehensive workforce assessment. These checks and balances promotes fairness for performance appraisals and pay for performance initiatives. Hiper Hipo Performance establishes an employee's value to the organization and tracks employee performance over time.



Promote workforce performance, fairness and establish value