



What's New in Talent Management

TM 22.07 - July 2022



Today's Presenters



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Important Dates

Staging Updates:

28 June, 2022

Prod Updates:

London: 19 July, 2022

Toronto: 22 July, 2022

Atlanta: 22 July, 2022



For more information...

Customer Community

https://customers.peoplefluent.com/tms/talent_management_22_07

The screenshot displays the Customer Community Productivity Platform interface. At the top, there is a navigation bar with the following items: Dashboard, People, Groups, Signals, Content, and Links. Below the navigation bar, there is a breadcrumb trail: Talent Management > Jump to: Select... > Quick Links: None > Go to: [input field]. The main content area is titled "Talent Management 22.07". On the left side, there is a sidebar menu with the following items: Workspace Home, Release Information, Availability Reports, Roadmap, Workspace Tags, Page Menu (highlighted), What's New:, Additional Resources:, and Documents. The main content area on the right is titled "Talent Management 22.07" and contains a list of updates:

- PeopleFluent Compensation
 - **Pregenerated Statement Optimization:** These enhancements make the Pregenerated State
- Onboarding
 - **Onboarding Task List Template Selection:** This enhancement makes it easier to select an
- PeopleFluent Performance and Succession
 - **Performance Alerts Enhancement:** This enhancement displays alerts on the end-user forms
 - **Form Configuration Enhancement:** This enhancement adds the form display name to the le
 - **Option to Hide Performance State Number:** This enhancement adds the option to hide the
 - **Competency Tag in Pseudo Model:** This enhancement adds the Competency Tag to the Pe
 - **Clinical Competency Access with Authorities:** This enhancement adds the option to give a
 - **New Column in Inclusions and Exclusions Grids:** This enhancement adds a new available
- Common
 - **Data Processing with SmartGrids:** This enhancement gives administrators the ability to writ

At the bottom of the page, there is a "What's New:" section.



22.04 Release Summary

- Employee Performance/Development
 - Performance Form Alerts
 - Progressive Skills Assessments
 - Workflow Display Enhancement
 - Skill Assessment Authorities
 - Competency Tag in Pseudomodel
- Compensation
 - Statement Pre Generation Improvements
 - People Analytics
- Administrator Enhancements
 - Grid-based Data Processing Scripts
 - Performance Form Menu Display
 - Inclusion/Exclusion Column Additions
- Onboarding
 - Onboarding Engagement Wizard
- People Analytics



Employee Performance & Development

Alert Display on Performance Forms

What was the Problem?

- Performance Forms can contain a number of “validation alerts” which may need to be addressed before the user is allowed to submit their form to the next workflow state.
- Alerts are displayed inline in the Performance Form with a visual icon that can be clicked to reveal the textual description of the specific Alert condition.
- In cases where Performance Forms are lengthy or contained a lot of collapsible containers, it can be difficult to locate any and all instances of triggered alerts and to understand the totality of necessary actions required in order to advance the Performance Form to the next process state.



How did we solve it?

- A new banner has been added to Performance Forms which will enumerate any and all instances where an Alert has been triggered
- Clicking an alert icon in the banner brings that error into the center of the page and displays the alert text (clicking the error icon on the inline form also displays the alert text.)

Alert Banner:

⚠ Before you move to the next step, you must address some of the alerts on this page. Please look for alert icons and click each icon to view details about the alert. Stop icons indicate alerts that must be resolved before continuing. Information icons indicate alerts that you may want to resolve, but are optional.

- ⚠ If Goal is weighted and it is rated as Not Applicable, the weight should be adjusted to 0.
- ⓘ If competency is weighted and it is rated as Not Applicable, the weight should be adjusted to 0.
- ⚠ If Goal is weighted and it is rated as Not Applicable, the weight should be adjusted to 0.
- ⓘ If competency is weighted and it is rated as Not Applicable, the weight should be adjusted to 0.

Form Structure:

- Employee Information
- Overview
- Goals
- Competencies** (Active)
- Overall

Alert Details:

Severity	Alert	More Info
ⓘ	If competency is weighted and it is rated as Not Applicable, the weight should be adjusted to 0.	

Competency: Communication (Not Applicable)

Description: Able to represent company at media events and to make speeches at industry events.

Behaviors:

- Uses appropriate vocabulary; is in command of the message; logically and simply conveys ideas; uses effective vocabulary.
- Speaks with appropriate pace and inflection; conveys an air of confidence, ease, and enthusiasm; understands the material and uses congruent nonverbal communication; may use visual aids to enhance understanding

Rating: Not Applicable *

Comments: [Text Area]

Summary: Average Rating: 2.0

Buttons: More Actions | View Year-To-Date Feedback | Save | Submit



Alerts Display Conditions

- If there are no Hard Stop or Incomplete alert errors, but there are Exception and/or Within Guidelines alerts, a dialog box appears asking if the user wants to proceed without reviewing the alerts. If they click Yes, the form is submitted, while if they click No, the Exception and/or Within Guidelines alerts appear in a banner.
- **NOTE:** If there are missing required fields and alerts errors on the same form, the missing required fields banner will appear first. Once those errors are corrected, then the alerts banner will appear if any alerts have been triggered.



Progressive Skills Assessments

What was the Problem?

- The need for ongoing observational skills validation (vs. subjective periodic ratings) is growing leading to larger inventories of skills and competencies subject to in-person observational assessments
- Commonplace in regulated industries (healthcare, transportation, energy, etc.) with specific compliance requirements
- Frequent scenarios (new employee onboarding/orientation, etc.) where a guided approach is required, ensuring that employees are meeting all prerequisite and dependent requirements prior to advancing to the next level of validation/demonstration



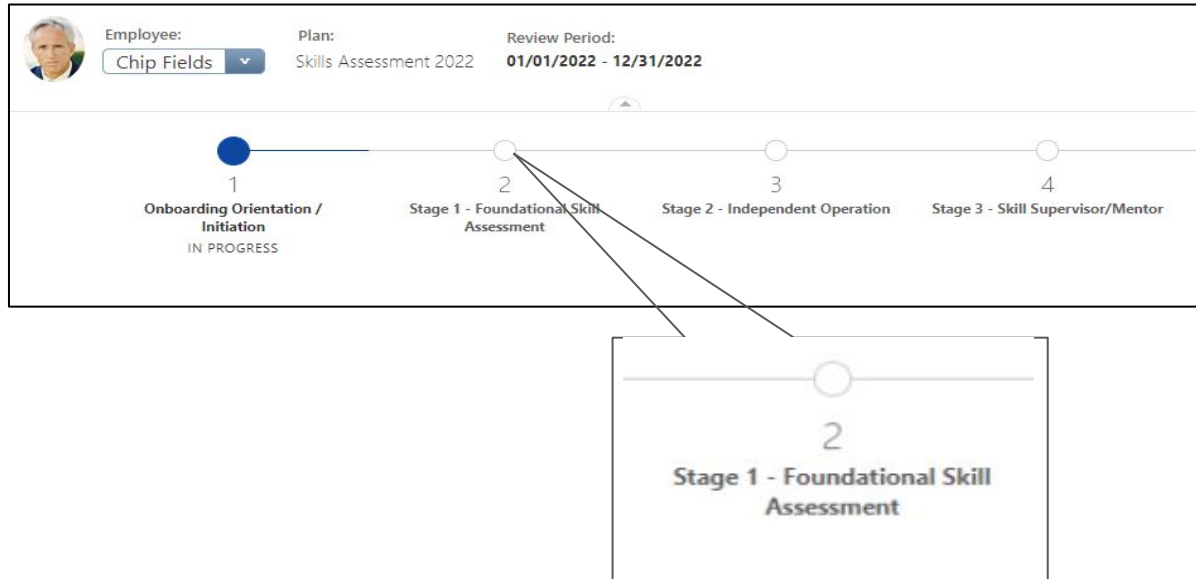
How did we solve it?

- The Observational Competencies framework has been extended to enable an iterative skills assessment program
- New set of configuration capabilities to support this process design

The screenshot displays the PeopleFluent Manager Evaluation interface. At the top, the PeopleFluent logo is visible. Below it, navigation options include Menu, Org Chart, Task List, and Reporting. The main header shows 'Manager Evaluation' with a profile picture of Nathan Hui, 'Employee: Nathan Hui', 'Plan: Onboarding Skills Assessment 2021', and 'Review Period: 01/01/2021 - 12/31/2021'. A progress bar below the header shows five stages: 1 Orientation (IN PROGRESS), 2 Stage 1 Assessment, 3 Stage 2 Assessment, 4 Stage 3 Assessment, and 5 Employee Sign-off. A left sidebar contains 'Employee Information' (selected), 'Overview', and 'Competencies'. The main content area shows 'EMPLOYEE INFORMATION' with details: Employee Name: Nathan Hui, Position Title: CEO of ABC Corp, Date Appointed: 11/26/2019, Manager, Organization: Executive Suite, and Review Period: 01/01/2021 - 12/31/2021. The 'OVERVIEW' section is partially visible at the bottom.



Workflow Display Option

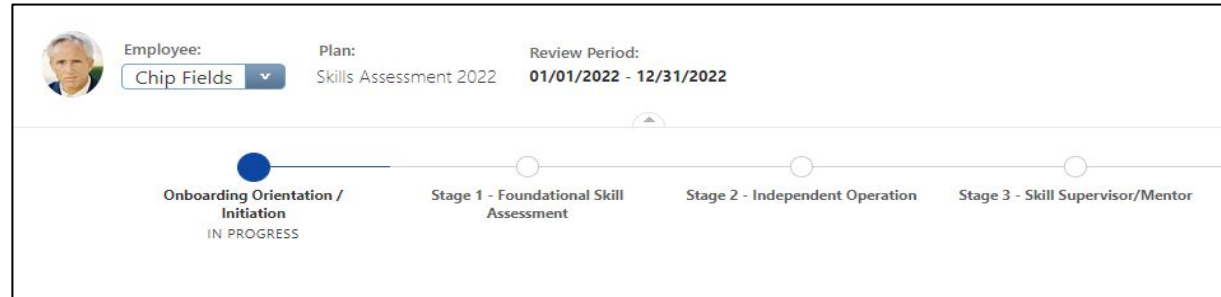


- In cases where the progressive process has prerequisite steps prior to some form of “Stage/Phase 1”, the workflow stage numbers can cause confusion



Workflow Display Option

- A new option will allow for the numbers to be hidden so that only the Display Name shows in the Workflow Status Pipeline graphic



Workflow Display Options

The screenshot shows a configuration interface with a sidebar on the left containing the following menu items: Options, Basics, Eligibility, Competency Options, and Statements. The main content area is titled 'Configure Form Field Width and Height?' and contains three settings:

- Configure Form Field Width and Height?** Select Yes if this plan should allow configuration of end-user...
 Yes No
- Send Tasks and Notifications in Summary Digest?** Select Yes if this plan should collect new tasks and workflow...
 Yes No
- Hide State Number in Workflow Graphic** Select Yes to hide the workflow state number in the workflow...
 Yes No

The 'Hide State Number in Workflow Graphic' option and its associated radio buttons are enclosed in a red rectangular box.

- Display option is controlled from a new configuration setting that is available from the Performance Plan > Basics page



The background is a solid teal color with several faint, semi-transparent, abstract organic shapes scattered across it. These shapes resemble stylized cells or molecules with rounded, interconnected forms.

Progressive Skills Assessments - Rating Authorities

What was the Problem?

- In an “observational” scenario, there can often be individuals where the sign off for a demonstrated skill is authorized by virtue of their role in the organization (vs. any specific managerial or other relationship to a given subject being assessed.)
- Managing these broad based permissions using Stakeholder Assignments can be administratively burdensome and in some cases, risks introducing application performance degradation



How did we solve it?

- Two new Authorities are available for use in the Security Role configuration
- The “Access All” Authority allows a user the ability to access any individual within an observational skills assessment plan
- The “Access Peer” option allows a user to access the form of any other user with the same authority assigned to them.

OPEN	NAME	DESCRIPTION	A
	Can Access All Clinical Competency Evaluations	Roles with this authority can access the clinical competency evaluations of all employees in the application.	A
	Can Access Peer Clinical Competency Evaluations	Roles with this authority can access the clinical competency evaluations of any other employee in the application that has this authority.	A



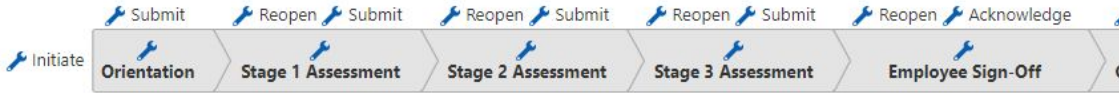
The background is a solid teal color with several abstract, white, rounded shapes scattered across it. These shapes resemble stylized molecular structures or interconnected nodes, with some having four or six rounded protrusions. The shapes are semi-transparent and vary in size and orientation.

Progressive Skills Assessments - Competency Tags

Final Evaluation Process Configuration

Which evaluation workflow process do you want to use for this plan? Onboarding Skills Evaluation ▾

Use this page to select and configure a workflow process.



[Manage This Process](#)

- Tags can be associated with a specific workflow step so that only the competencies with that tag are available for rating during that workflow stage
- This allows for specific competency sets to be based on the prerequisite of demonstrating all competencies or skills with a prior workflow stage

The screenshot shows a configuration window titled 'Configure State - Manager Evaluation'. It contains the following fields and options:

- State Name:** Manager Evaluation
- State Display Name:** Manager Evaluation
- State Description:** Manager evaluates employee's performance
- State Owner:** Manager
- Competency Tag:** Phase 1 (highlighted with a red circle)
- Filters:** (empty)
- Task:**
 - Enable Task:**
 - Enable Task Grouping:** When checked, this option enables the grouping of tasks for this workflow state. You must also provide Task Group Text under which multiple tasks associated with this state will be grouped on the Task widget. [More](#)

Buttons for 'Cancel' and 'Save' are located at the bottom right.



Competency Tags in PseudoModel

- Competency tag values are now available for use in Performance Plan Formulas
- This will allow for much more precise control when doing things like configuring stage-specific alerts and/or computing aggregate or average scores within a specific workflow stage

ProcessState

Object type: PseudoEntity

Underlying domain entity: com.authoria.domain.entity.IProcessStateDetail

Root binding name: ProcessState ⓘ

Properties show OGNL

Name	Description	Data Type	
competencyTags		CompetencyTag	🔒 📄
finalState		BOOLEAN	🔒
id		TEXT	🔒
initialState		BOOLEAN	🔒
name		TEXT	🔒



Compensation Administration

The background is a solid teal color with several faint, light-teal abstract shapes scattered across it. These shapes are organic and resemble stylized cells or molecules, with rounded, interconnected forms. The text is centered in the upper half of the image.

Pre Generated Compensation Statements

What was the Problem?

- Compensation Statements can be generated “on the fly” or can be pre-generated ahead of time in advance of the distribution process
- Pre-generating Compensation Statements leads to a superior user experience but requires investing the “up front” time to allow the system to run through the statement generation process
- Since it is common for a compensation planning cycle to have regular last minute updates to data, recommendations and approvals, the window for running the pre-generation process is often tight and last minute
- This can lead to situations where customers choose to forgo the pre-generation process (leading to a degraded user experience) or to initiate manually intensive workarounds to ensure that all compensation statements are up to date and accurate during the distribution period



How did we solve it?

- A new set of data fields and supporting functional capabilities are available to make the process of “keeping everything up to date” something that is more seamless and can be automated with relative ease. Specific new functionality includes
 - New Timestamp Fields
 - New Statement Status Field
 - New PsuedoModel Methods
 - New Filtering Options
 - Row-Level Generation Button
 - Secondary Grid View Selection Option



New Worksheet Row Fields

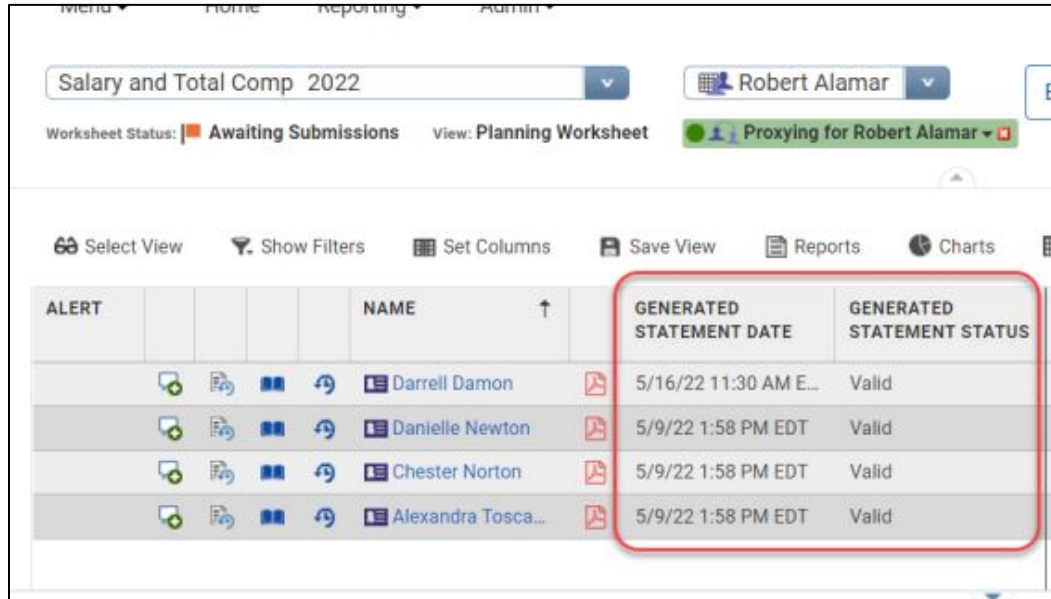
The screenshot shows a software interface for a worksheet. At the top, there is a dropdown menu for 'Salary and Total Comp 2022' and a user selection dropdown for 'Robert Alamar'. Below this, the 'Worksheet Status' is 'Awaiting Submissions' and the 'View' is 'Planning Worksheet'. A green notification bar indicates 'Proxying for Robert Alamar'. The main interface has a toolbar with options like 'Select View', 'Show Filters', 'Set Columns', 'Save View', 'Reports', and 'Charts'. Below the toolbar is a table with columns for 'ALERT', 'NAME', 'GENERATED STATEMENT DATE', and 'GENERATED STATEMENT STATUS'. The 'GENERATED STATEMENT DATE' and 'GENERATED STATEMENT STATUS' columns are highlighted with a red box. The table contains four rows of data for different employees.

ALERT	NAME	GENERATED STATEMENT DATE	GENERATED STATEMENT STATUS
	Darrell Damon	5/16/22 11:30 AM E...	Valid
	Danielle Newton	5/9/22 1:58 PM EDT	Valid
	Chester Norton	5/9/22 1:58 PM EDT	Valid
	Alexandra Tosca...	5/9/22 1:58 PM EDT	Valid

- New timestamp field is available indicating when the statement was generated.
- This can be used to compare against other Worksheet Row timestamps (last calc'd, last edited, etc.) to determine any situation where the pre-generated statement should be recreated



New Worksheet Row Fields



The screenshot shows a software interface with a table. The table has columns for NAME, GENERATED STATEMENT DATE, and GENERATED STATEMENT STATUS. The table is highlighted with a red box. The data in the table is as follows:

ALERT	NAME	GENERATED STATEMENT DATE	GENERATED STATEMENT STATUS
	Darrell Damon	5/16/22 11:30 AM E...	Valid
	Danielle Newton	5/9/22 1:58 PM EDT	Valid
	Chester Norton	5/9/22 1:58 PM EDT	Valid
	Alexandra Tosca...	5/9/22 1:58 PM EDT	Valid

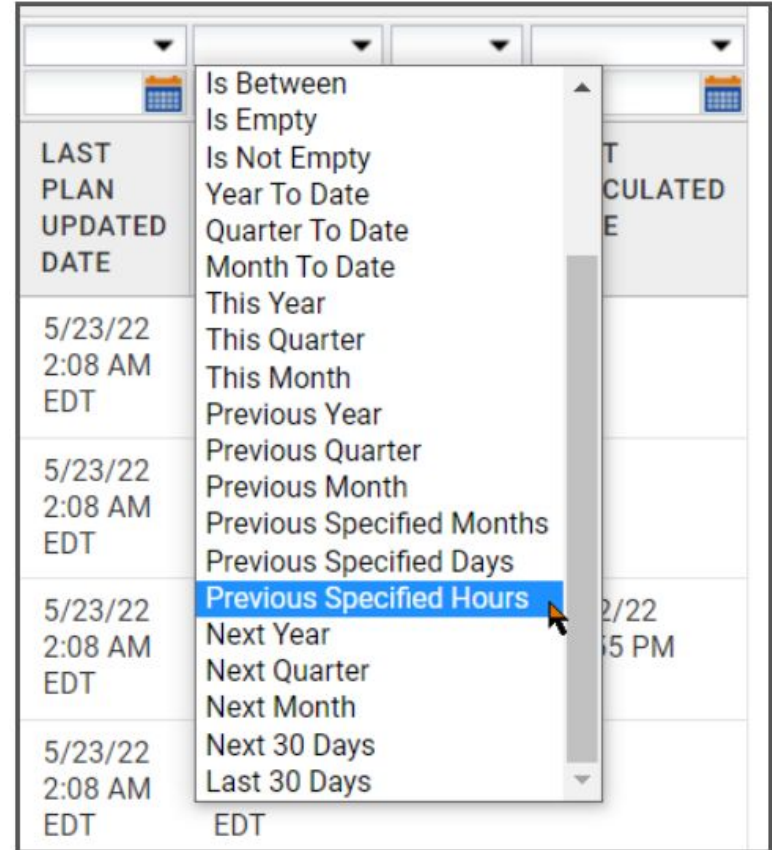
New fields are hidden by default but can be made visible to specific roles using Design Mode

- A New “Generated Statement Status” field is also available indicating whether a given Worksheet Row has a valid set of generated statements available.
- This field can be used for reporting on the “State of Statements” and is evaluated during any statement request (if the value isn’t “valid” then the requested statement will be run on the fly.)



Time of Day Filter

- A new filter option is available on fields that capture a date/time stamp value
- Will allow for saving a view where data has changed during a portion of the day (e.g. “last 12 hours”)
- Intended to allow for supporting multiple targeted statement regenerations in a single day



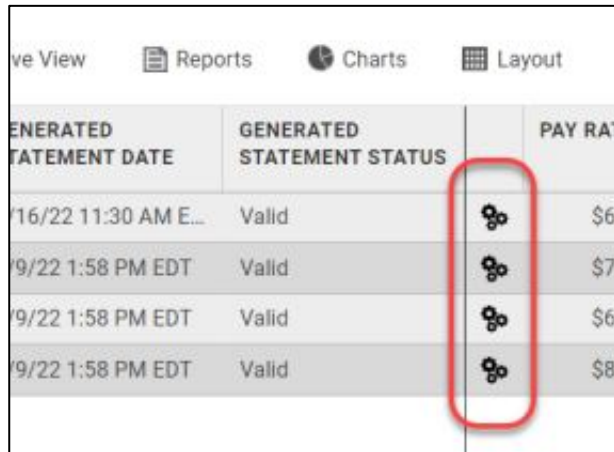
deleteStatement Method

Methods <input type="checkbox"/> show Method Name			
Name	Description	Parameter Data Type	Return Data Type
deleteStatements	Deletes all generated statements that are associated with this Worksheet Row as well as set the StatementRunInitialDate to null and set the StatementStatus to None.		VOID
getLatestGeneratedStatementDate			DATE
getLookups	WorksheetLookups associated with this row		WorksheetLookups





- A new WorksheetRow method is available to delete any pre-generated statements associated with that row
- This can be invoked as part of a row level formula which can evaluate for any required data condition
- This will allow for granular control when only certain data elements should be considered as rendering the statement invalid



New Worksheet Row Button



The screenshot shows a software interface with a navigation bar at the top containing 'Home View', 'Reports', 'Charts', and 'Layout'. Below the navigation bar is a table with the following columns: 'GENERATED STATEMENT DATE', 'GENERATED STATEMENT STATUS', a column containing a gear icon (highlighted with a red oval), and 'PAY RATE'. The table contains four rows of data.

GENERATED STATEMENT DATE	GENERATED STATEMENT STATUS		PAY RATE
9/16/22 11:30 AM E...	Valid		\$6
9/22 1:58 PM EDT	Valid		\$7
9/22 1:58 PM EDT	Valid		\$6
9/22 1:58 PM EDT	Valid		\$8

New button is hidden by default but can be made visible to specific roles using Design Mode

- Button will allow for generation of any required statements for a single worksheet record without needing to initiate from the Worksheet Processing Console
- Automatically updates the Worksheet Generation timestamp and the Generated Statement Status
- Button available on the planning worksheet as well as the Worksheet Participants screen



Secondary Grid View Selector

- In some cases, it is desirable for the worksheet processing to operate on a broader population for some operations (like data maps and formulas) but only need to regenerate statements for a smaller subset of records
- The statement generation option can now be configured to operate off of a separate Grid View.

Worksheet Hierarchy: Direct Manager Process Hierarchy

Last Published:

Last Statistics Updated:

Plan Processing

Pre-Process Plans

Budget Processing

All Records Newly Updated Records

Calculate Salary Budget Amounts

Worksheet Processing

All Records Subset of Records

Execute Worksheet Calculations

Generate Statements

.....

.....

Worksheet Participants

Worksheet Participants 1

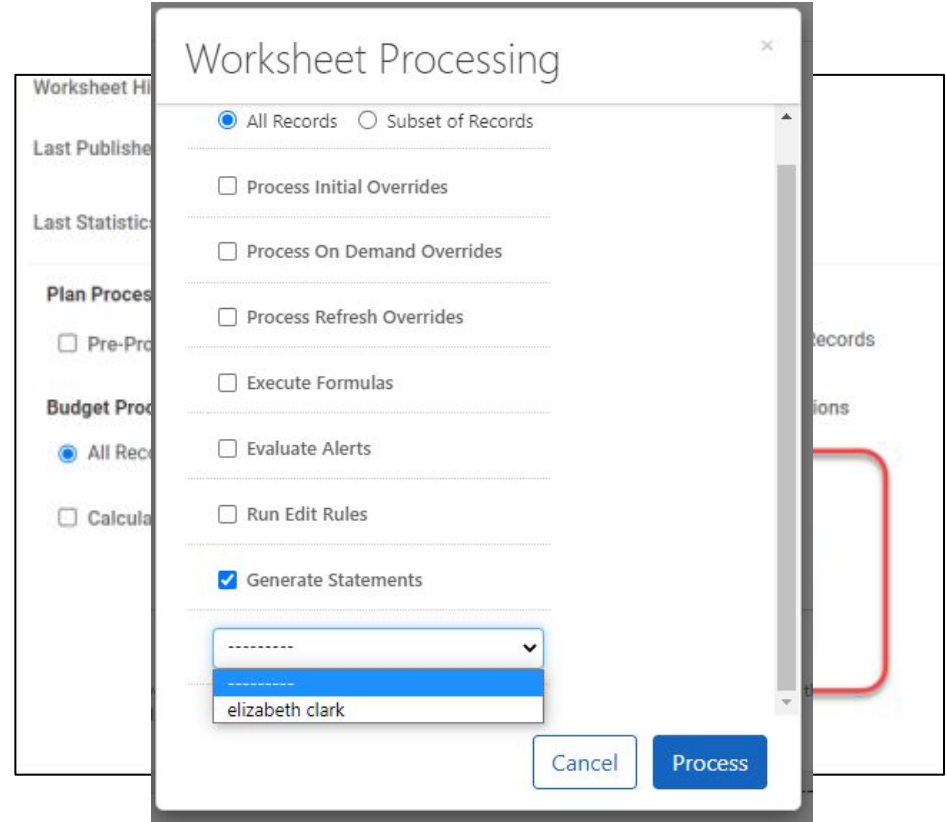
Initiate Workflow

Send notifications



Secondary Grid View Selector

- Option is available on the Publish Options page as well as the Worksheet Processing Console
- When left blank, the Generate Statements option will inherit the configuration for the broader worksheet processing operations



Administrative Efficiency

Data Processing Scripts

What was the Problem?

- The data processing functionality is designed to work by allowing administrators to use a spreadsheet in CSV format to upload data into PeopleFluent Talent Management and use Groovy script to persist that data wherever needed or required
- A common use case has been that the required CSV was generated by exporting data from one of the SmartGrids within the application
- This results in additional steps, opportunity for human error, persisting data on local hard drives and other sub-optimal situations



How did we solve it?

- A new “getGridData” method is available for use in any processing script definition
- This effectively replaces the operation of uploading a .csv file as the source for the Data Processing Script.



```
_EmployeeDataGridExample

def employeeIDList = DataScriptUtils.getGridData(6206, "83ED3C8E03EB4606A9B5C39B896045C8");
for ( rec in employeeIDList ) {
  def empName = rec.get( "Name" );
  logInfo( empName );
  def employeeId = rec.get( "Employee ID" );
  logInfo( employeeId );
  def positionTitle = rec.get( "Position Title" );
  def employeeInfo = Employees.findByCompanyEmployeeId( employeeId );
  employeeInfo.employeeCustomFields.empcustomfield1 = positionTitle;
}
```



Grid and Grid View ID

Manage Views - Organizations ✕

Depending on your configuration access, you can use this window to prioritize views and/or assign visibility permissions to user roles.

Grid Type: 6916

PRIORITY ↑	VIEW NAME	VIEW ID	ROLES
High ▼	By Formal Name	239	⚡
Low ▼	By Cost Code	240	⚡
Low ▼	By Organization Code	241	⚡
Low ▼	By Organization Type	242	⚡
Low ▼	With Stakeholders	243	⚡
Low ▼	By Parent	244	⚡

(6 total rows) Rows per page: 10 ▼

OK

- The “getGridData” method signature requires a Grid Type and View ID as parameters
- These values are now easily viewable from the “Manage Views” menu of any SmartGrid
- Parameters can be hardcoded in to the script or configured as Runtime Properties



Script Example

- Script example that will read a value (Position Title) and then write that value into a custom field

The following sample script (SetEmployeeCustomFields) is included out of the box on the Data Processing Scripts page to illustrate this functionality:

```
//This script will iterate through grid data and populate a custom field.
//This script assumes that the Employee ID field is added to the My Team > Employee Information > Position Information grid and that there is a custom field named empcustomfield1.
//Only public views are allowed.

def employeeIDList = DataScriptUtils.getGridData(6206, "83ED3C8E03EB46D6A9B5C39B896045C8");

for ( rec in employeeIDList ) {
    def empName = rec.get( "Name" );
    logInfo( empName );

    def employeeId = rec.get( "Employee ID" );
    logInfo( employeeId );

    def positionTitle = rec.get( "Position Title" );

    def employeeInfo = Employees.findByCompanyEmployeeId( employeeId );

    employeeInfo.employeeCustomFields.empcustomfield1 = positionTitle;
}
```



Plan Configuration

What was the Problem?

- The configuration of Performance Plan eligibility can include explicit lists of employees for inclusion or exclusion from the plan
- In cases where employee names are similar or identical, it can be difficult to ensure the correct employee is listed
- The employee ID is listed and unique but is not always readily verifiable by the administrator performing these operations



How did we solve it?

- A new (optional) column has been made available to display the employee Login name in the Inclusion/Exclusion grids
- Login value will allow for easier distinction between employees with similar names

The screenshot displays two tables: 'Inclusions' and 'Exclusions'. Both tables have a new 'LOGIN' column highlighted with a red rounded rectangle. The 'Inclusions' table lists three employees: Robert Alamar, Kristen Ard, and Tim Ballard. The 'Exclusions' table lists two employees: Joanna Cassidy and Malcolm Cleveland. Each table includes an 'Add' button, a 'Delete' button, a total row count, and a 'Rows per page' dropdown set to 10.

Inclusions

Employees listed below will be included in the plan workflow processes even though they might not meet the eligibility criteria. [More...](#)

<input type="checkbox"/>	NAME	POSITION TITLE	EMPLOYEE ID	MANAGER	ORGANIZATION	LOGIN
<input type="checkbox"/>	Robert Alamar	General Manager	000000001	Neil O'Donnell	Manufacturing	robert.alar
<input type="checkbox"/>	Kristen Ard	Customer Service Representative	000004537927	Patricia Milton	Manufacturing	kristen.ard
<input type="checkbox"/>	Tim Ballard	VP HR	897-98-2381	Susan Keeler	HR	tim.ballard

[Add](#) [Delete](#) (3 total rows) Rows per page: 10

Exclusions

Employees listed below will be excluded from the plan workflow processes even though they might meet the eligibility criteria.

<input type="checkbox"/>	NAME	POSITION TITLE	EMPLOYEE ID	MANAGER	ORGANIZATION	LOGIN
<input type="checkbox"/>	Joanna Cassidy	Cost Accountant II	000000149	Stanley Peterson	Cost Accounting	joanna.cassidy
<input type="checkbox"/>	Malcolm Cleveland	Payroll Manager	000000028	Sally Jones	Cost Accounting	malcolm.cleveland

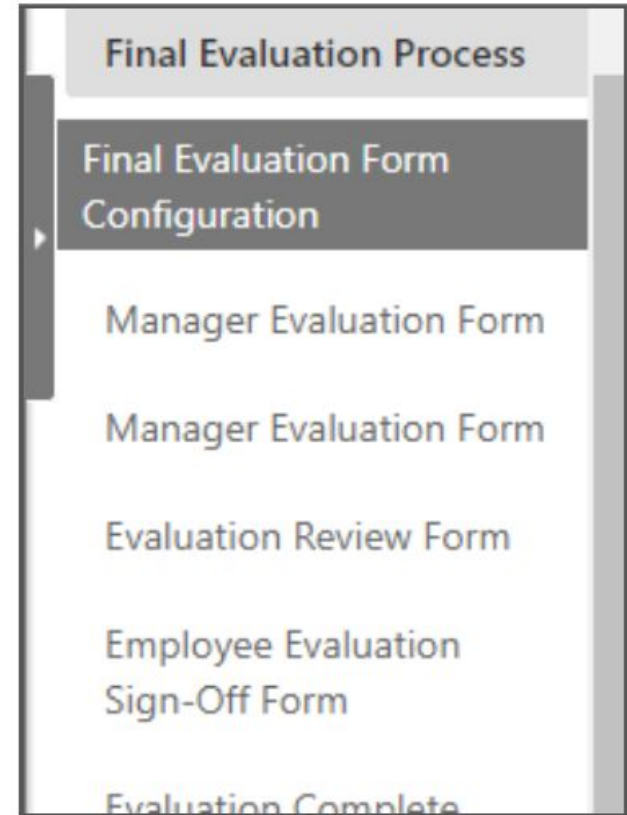
[Add](#) [Delete](#) (2 total rows) Rows per page: 10

New column is hidden by default but can be made visible using Design Mode and choosing the "Select Columns" option.

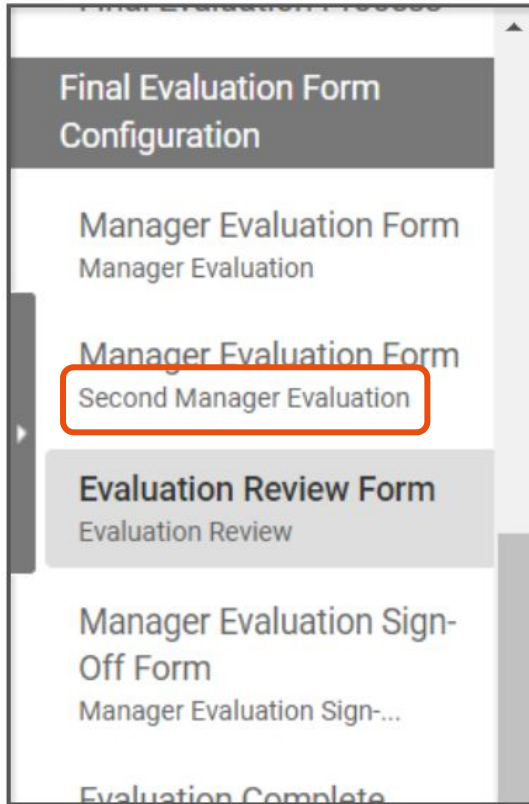


What was the Problem?

- The Performance Plan configuration allows for an open ended number of form configurations – many of which are modified copies/clones of each other
- Since the form types are the same, it can be difficult to discern exactly which form you are accessing



How did we solve it



- The Form Configuration menu now shows the underlying form's Display Name beneath the Form Type
- This will allow for easier reference when looking to make incremental adjustments to the individual forms within a given Performance Plan



Onboarding

What was the Problem?

- The Onboarding Engagement Wizard enables the Engagement Manager to initiate an engagement and designate a specific Task List Template to enumerate the tasks to be completed as part of the Onboarding Engagement
- The selection of the Task List Template (in step 3 of the wizard) was a drop down list that showed all available Task List Templates
- In situations where this list was extensive, it was difficult to locate the desired Task List Template



How did we solve it

- The Task List Templates in step 3 of the wizard are now presented in standard grid that allows for sorting and grouping of the list
- This will allow users to easily search for and locate the desired Task List Template for a given Engagement.

Select Task List Template for New Engagement

✓ Select a Position for New Engagement

✓ Provide Details for Engagement

3 Select Task List Template for Engagement

Please select the task list template for the engagement.

Hide Filters Tutorial

Run Filter Clear Filter

NAME	DESCRIPTION
Final New Hire Template	Approved Template
Sally's Template	for new hires
Sample Template	Sample Template for New Hire
Task List Template 1	New Hire Onboarding 1
Task List Template 1	New Hire Onboarding 1
Task List Template 2	New Hire Onboarding 2
Task list Template 2	New Hire Onboarding
Task List Template 3	New Hire Onboarding 3
Task List Template 4	Onboarding New Hire 4
Test Template	for testing purposes

1 2 (13 total rows) Jump to page: Go Rows per page: 10

Previous Cancel Finish



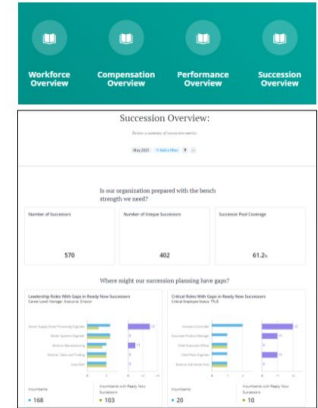
People Analytics

People Analytics

- In the 21.11 release, we announced the availability of our new People Analytics product providing a best-in-class library of analytic visualizations based on core data from the Talent Management platform
- We've continued to extend the data universe for this product by adding in new visualizations focused specifically on the planning processes that are managed with the Talent Management system

Coming this fall...

- New Analytics package providing interactive exploration and visualizations of key measures in business domains including Workforce Metrics, Performance, Compensation and Succession Planning
- Opportunity for Beta participation in Q3 (contact Account Manager if interested)



People Analytics

Two new analytic subjects are now available for viewing data about the Compensation and Performance Planning processes of the Talent Management platform

Overview Dashboards

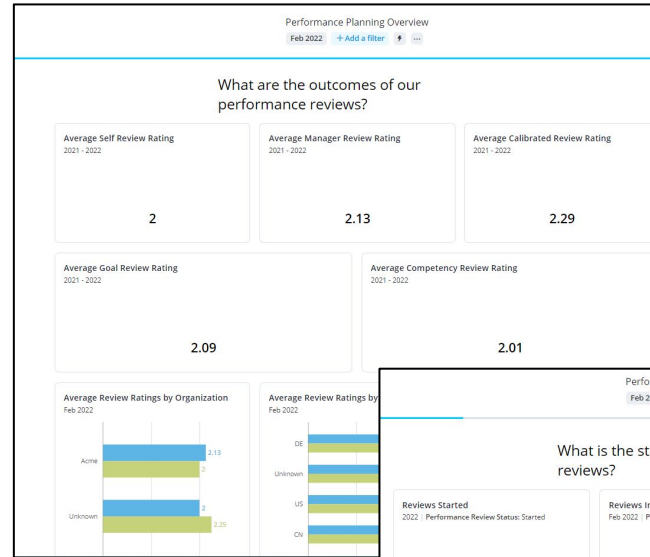
- Guided Analysis
- Other Resources
- Admin Resources

Workforce Overview **Performance Overview** **Compensation Overview** **Performance Planning Overview** **Compensation Planning Overview** **Succession Planning**

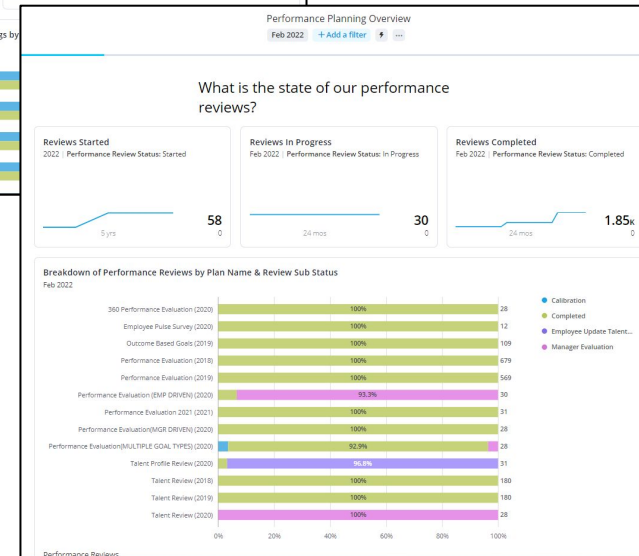


Performance Evaluation

- New subject for viewing analytics for one or more Performance Plans



- Provides insights around compliance and participation of the Performance Process as well as analysis of process outcomes (overall scores, distributions and gap analysis)



Compensation Planning



- New subject for viewing analytics for one or more Compensation Reward Cycles
- Provides insights around budgetary adherence and well as compensation decision outcomes (comparatio movement, bonus achievement relative to target, etc.)
- New metrics added as part of the 22.07 release





Any Questions



Thank You