



Performance Management and more, made
made Simple & Affordable!



Introduction

Core Philosophy → **Simplicity & Ease of Use**



Robust Configuration

Feature & content management & control



Leadership Focused

Development & Support



Suite of HR Modules



Client Supported

8:00AM - 5:00PM EST



13 Years in HR Tech Space

Canadian Owned



Secure & Private

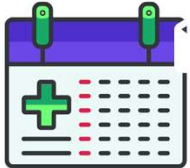
Product Snapshot: Comprehensive Suite



- Performance Management
- Goal Setting
- Competency Management
- Progress Tracking (e.g., Goal Worksheet)



- Continuous Feedback
- Communication
- Check-In Meetings
- Leadership Support



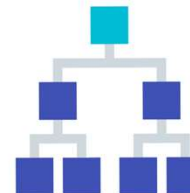
- My Time - Vacation & Project Management



- 360 Degree Feedback



- Compensation Management



- Succession Planning

Client Verticals — *Small, Medium, Large & Enterprise*



Professional Services



Technology



Retail



Education



Municipalities

- Police Services
- Townships / Cities

Measure SMART Goals, Competencies

Goal Setting Templates with writing assistant assistant tools help create best practice Goal Setting

- Create, assign and manage SMART Goals.
- Identify timelines and metrics.
- Align Goals with Corporate or Team objectives.
- Collaborate on Goal completion.
- Check status on Goals through Goal Worksheets.

Goal Updates

Recruitment, Selection & Hiring System

Aligned with Organisation Objectives: Employee Engagement

test

Weights: 100% (Oct 23, 2019) | Status: Approved | Progress Updates: 0 Updates | Target: 100%

Goal Worksheet Details

Task Name	By When	Who can help me?	Notes	Status	Exit
Book Training with Managers	2019-10-28 (Days)	C. Jilaine Parkes	Get agenda approved and find venue	Started	✓
Intro Facilitator	2019-10-28 (Days)		Negotiate training modules	Not Started	✓

Goal Worksheet Details

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Creating a new Goal

Goal Name: Recruiting Selection & hiring

Align to a Corporate Objective: Client Experience, Employee Engagement

Description: To develop and implement a Behaviour Based Interviewing skills workshop for managers.

Deadline: 28 Jun 2014

Goal Metrics: Develop Training Curriculum, Deliver Training

Select Corporate Objectives

- ☒ **Client Experience**
Design and deliver a Client Survey that achieves 80% or higher in satisfaction rates and retains 90% of customer base.
- ☒ **Employee Engagement**
Introduce an Employee Opinion Survey and gauge employee satisfaction and retention levels.
- ☐ **Leadership Development**
Expand Leadership Competencies to include at least two people management skills development.
- ☐ **Operational Excellence**
Drive the maximum efficiency of Operations with employees who are continuous

My Time – Vacation Tracking

Employee Self-Serve Vacation & Time Off Requests

- Leader Approves / Declines
- Carry-Over Options
- Black-Out Dates & Holidays
- Full Reporting
- Team & Organization View
- Customizable Leave Types
- Allocation Assignment
- Weekend Workers

Bob Pathy's Vacation Planning Sheet Cancel

Easter Decline Approve

Start: Mar 28, 2016 End: Mar 29, 2016 Length: 1.0 Status: Submitted Type: Vacation

< > today March 2016 today < >

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

Bob Pathy: Sick Day (Approved)

Bob Pathy: Disney Trip (Approved)

Holiday: Good Friday

Holiday: Good Friday

Bob Pathy: Easter (Submitted)

Holiday: Easter

My Time Allocation Report Export to XLS

Team: ☒ All Teams ☐ Corporate ☐ Support ☐ Information Technology ☐ Sales ☐ Developers ☐ Ruby On Rails Team Year: 2016

March 2016 today < >

	Tue	Wed	Thu	Fri	Sat
28	29	1	2	3	4
6	7	8	9	10	11
13	14	15	16	17	18
20	21	22	23	24	25
27	28	29	30	31	1
3	4	5	6	7	8

Bob Pathy: Sick Day (Approved)

Bob Pathy: Disney Trip (Approved)

Holiday: Good Friday

Holiday: Good Friday

Peter Samson Manage Time Off Requests

Type	Allotted	Carry Over	Created	Pending Approval	Declined	Approved	Used	Remaining
Sick Day	N/A						0.0	
Other	N/A						0.0	
Vacation	0.0	0	0	0	0	0	0.0	0.0

Leave Types + Add Leave Type

Other Edit Remove

Sick Day Edit Remove

This is reserved for personal appointments; doctor, etc.

Vacation Edit Remove

This is a standard vacation time off.

1-on-1 Meetings

1-on-1 Meetings Tied to Goals Making Annual Reviews Easier

Editing Anne Parker's Leader Check-In Meeting - Bi-weekly 1:1

Back

Check-In Meeting Questions (Questions to ask Employee)

Please use the suggested questions as conversation starters. The questions below are meant to be asked to the employee during the Check-In meetings. Record the employee's responses to each question below.

What is something you want to highlight? Progress towards a goal, accomplishment, or learning?

Comment

Save

What might be one area for coaching, learning or development?

Comment

Save

What's one thing I'm doing to support you that's working?

Comment

Save

Check-In Meeting Questions

+ Add a Check-In Meeting Question

The Check-In Meeting feature is a great way to keep leaders current on both their employees individual needs for support and progress on their goals. Use this feature to continue an open dialogue on performance with employees and their leaders. Please use the suggested questions as conversation starters. The questions below are meant to be asked to each individual during the check-in meetings. The leaders and employees will record one another's responses to the questions being asked.

Employee Check-In Meeting Questions (Employee asks to Leader)

What's one thing I do well that I should continue doing?

✓ Edit

✕ Remove

What's one thing that I could do differently, or start doing that would make me even more effective?

✓ Edit

✕ Remove

Leader Check-In Meeting Questions (Leader asks to Employee)

What is something you want to highlight? Progress towards a goal, accomplishment, or learning?

✓ Edit

✕ Remove

What might be one area for coaching, learning or development?

✓ Edit

✕ Remove

What's one thing I'm doing to support you that's working?

✓ Edit

✕ Remove

What's one way that I could work better for you?

✓ Edit

✕ Remove

Creating a Check-In Meeting

Cancel

Name

Date and Time

06 Apr 2020

11 AM : 00 Eastern Time (US & Canada)

Select Template Checkin Templ. 1

Save

Make 1-on-1 meetings seamless:

- Collaborate prior to the meeting
- Track meeting notes
- Set date and time with Calendar integration

Continuous & 360° Feedback

Give or Get REAL-TIME FEEDBACK to/from an Individual or an Entire Team

- Real-time feedback.
- Feedback available anytime on mobile or your desktop.
- Provide better feedback with our tips.
- Enable public or private recognition.
- Totally anonymous, customizable 360 Feedback.
- Invite peers, colleagues, direct reports, and even customers!

Creating a 360 Review

Review name: QUARTERLY 360-REVIEW - JEN BRIGHT

Mandatory participation: ☒

Internal participants

External guests

Build your review

Start Review

Select statements

Character

- ☒ Eagerly pursues new knowledge, skills, and methods
- ☒ Makes decisions based on business needs rather than personal agenda

Self-Awareness

- ☒ Acts professionally

Cancel Save

Jilaine Parkes

Jennifer Bright

Jessica Steele

Jonathan Crellin

Give Feedback Request Feedback View profile

Creating Feedback For Jilaine Parkes

Jilaine Parkes

Director, Sales

Subject:

Feedback:

Add attachment:

Send

☐ Visible to Everyone

☐ Visible to Jilaine Parkes and Leader

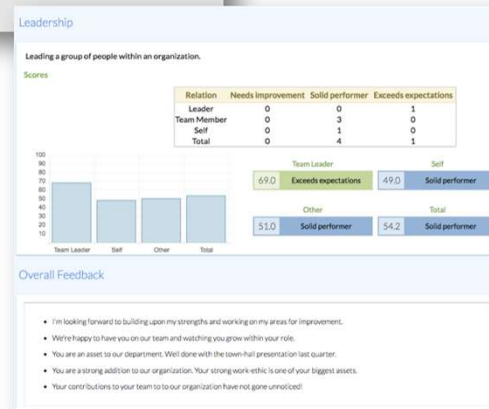
☐ Visible to Leader only

☒ Share Feedback with HR

☐ Make me Anonymous (Leave unchecked to display your name with feedback)

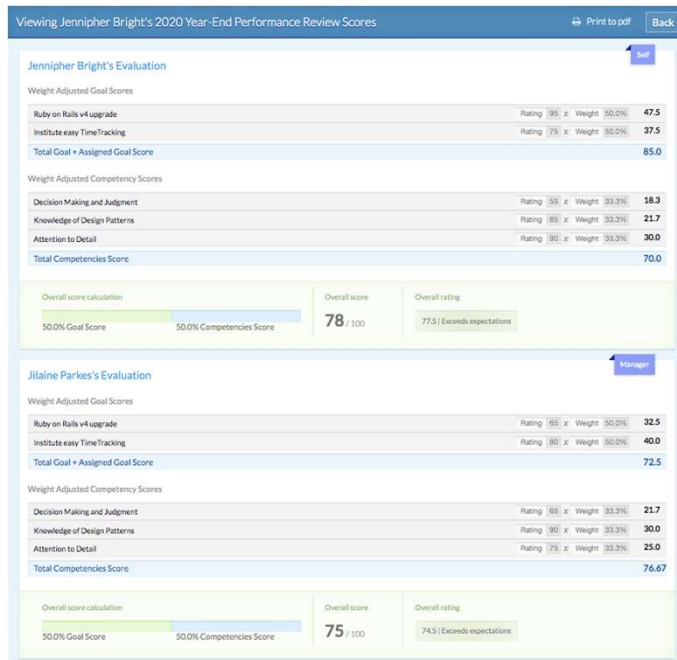
Request Feedback

☒ Request Feedback from Jilaine

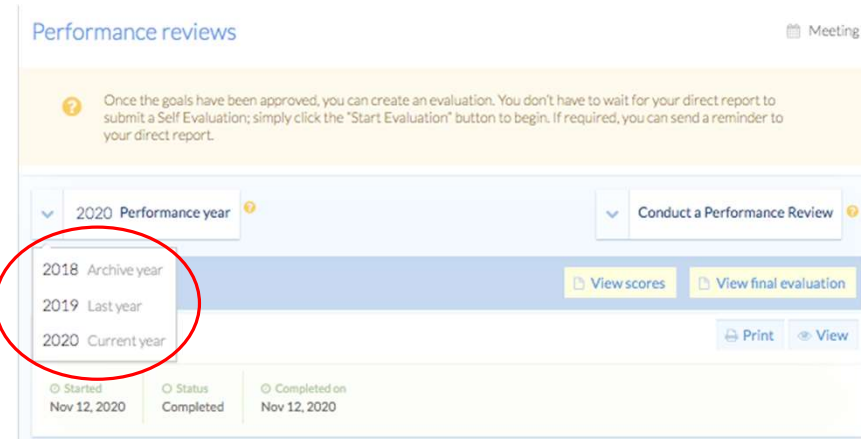


Comprehensive Review Output

Final Review Compares Manager and Employee Results.



View Performance Review History.



- Ability to set Performance Ratings ON or OFF
- Manual or digital signature
- Incorporate dotted line reporting relationships perspective

5 Reasons to Choose SpriggHR

The Best **HR Practices** Combined with **Intuitive Design**



Easy to Use – online training that can have your managers and employees proficient within 20 minutes



Easy to Implement – get up and running within 3-5 business days with the help of our client support team



HR Best Practices – industry current with flexibility to make it your own.



Client Experience – best in class support from people who care and extended access to training tools



Secure and Private – SOC2 Compliant
– Two-factor authentication



SpriggHR

Performance Management Made Simple

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