NetDimensions®
Performance

NetDimensions® Performance

NetDimensions Performance helps organizations manage performance throughout the year by replacing the traditional annual performance review with an ongoing dialogue between managers and employees, focused on incrementally engaging employees and improving performance throughout the reporting year.

With NetDimensions Performance, employees can better understand their jobs and the competencies that are important to these roles. They can track their personal progress against goals and how these relate to the rest of the organization and they can follow and complete their learning and development plans.

Increasingly, successful organizations are incorporating learning within performance management to maximize the impact of their training programs and to accurately align employee training with corporate strategy. NetDimensions Performance will enable you to tie employee activities to corporate objectives, then measure the impact of training programs on employee performance to let you manage your workforce and drive the business forward.

NetDimensions Performance allows you to build a comprehensive view of your organization's jobs, skills, objectives and progress, and provides the tools you need to determine each individual's strengths and weaknesses, helping you to better direct and measure individual and team performance.

NetDimensions Performance gives employees, managers and HR professionals the tools and insights to inspire people to perform to the best of their ability.

LEARNING PERFORMANCE EXAMS

Why NetDimensions

- ✓ Enterprise-wide performance and learning integration
- ✓ Best practice performance management processes
- ✓ Global & international with multi-language support
- ✓ Goal & Competency based assessment capabilities
- ✓ Out-of-the-box integration with best-in-class social platforms
- ✓ Turnkey functionality for fast time to deployment
- ✓ Open to integrate and quick to customize
- ✓ Consolidated pricing, no hidden costs

Competencies

The NetDimensions Talent Suite is built on the principle that when competencies are used for talent management they act as a powerful tool for communicating and reinforcing what a company values. The categorisation of sets of skills, knowledge and behaviors provides a comprehensive overview of organizational talent, which enables strategic HR planning.

NetDimensions Performance enables you to create your own competencies and competency ratings to build a competency model, or you can import an off-the-shelf competency model and tailor this to the precise requirements of your organization. Each competency can be linked to one or more learning modules to show which combination of training and assessments or exams can be used to attain or improve an employee's rating for this competency.

Competency Management lets you identify people with the skills and competencies your organization needs so that key individuals can be placed in the right roles at the right time, increasing motivation, reducing turnover and strengthening the business.
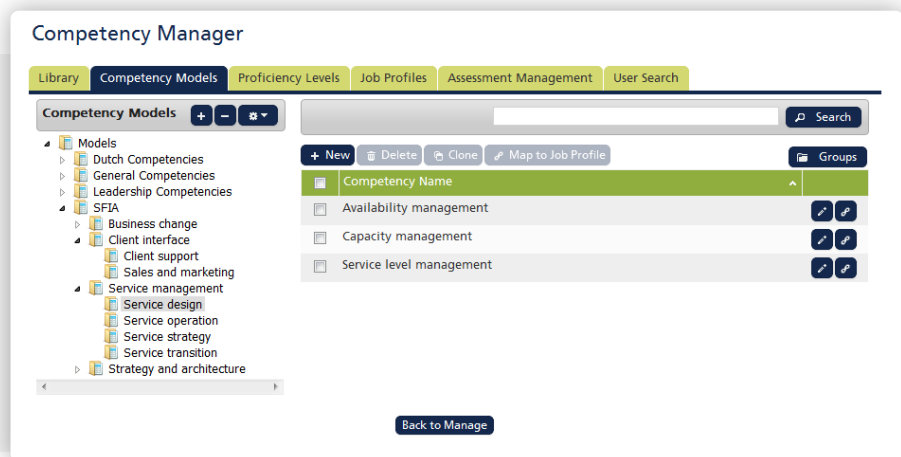
Job Profiles

NetDimensions Performance enables you to map a particular set of competencies to a job profile and to specify the target rating for each competency for that job. You can evaluate and profile any role or position and build job profiles to cover both current and future roles. By listing and defining the competencies and ratings needed for a particular role, organizations give their employees a set of clear objectives against which to measure themselves.

Competencies attached to a particular job profile can be automatically imported into competency assessments or performance appraisal forms, and if changes are made to a job profile these forms will be automatically updated.

You can also search for employees who possess the competencies required for a given job profile and identify those with relevant or the closest combination of skills, qualifications and experience. If appropriate a competency assessment can then be initiated to compare or confirm potential candidates.

Performance Analytics

NetDimensions Performance gives managers and HR professionals access to summarized performance and competency scores and trends as well as real-time progress on individual and organizational goals.

In depth analytics and built-in reports save time and optimise the use of performance information High-level overviews and drill-down information on locations, teams and individuals allow better decision-making for managers and HR professionals.

Goals and Objectives

Once corporate goals and priorities are set they are cascaded down through the organization hierarchy and broken down into lower level goals for each business unit, functional area and subsequently for individual managers and employees.

NetDimensions Performance shows the linkage from organizational objectives to an employee's personal goals so that managers and employees can better understand how their activities support the business. This approach helps align company, manager, team and employee goals and promotes better overall accountability and buy-in.

NetDimensions Performance encourages managers and employees to work together on an ongoing basis to review, measure and update objectives. This is critical in ensuring that when strategic goals change rapidly, individual objectives quickly re-align to the new business priorities

Competency Assessments

NetDimensions Performance provides competency assessments that are designed to identify an employee's strengths so these can be harnessed and to also highlight weaknesses so these can be swiftly addressed. Based on assessment results, automatic skill gap analysis can help managers assign development plans and tasks and tie them directly to a particular competency. Competency assessments run using particular job profiles can establish individual and organizational readiness and can help you prepare for promotions or business expansion by identifying future skill gaps.

NetDimensions Performance provides self, manager and multirater competency assessments. Self assessments give employees the opportunity to evaluate themselves, either to set a rating for enabled competencies such as language skills, or more commonly as one input into a broader assessment of their skills.

Multirater competency assessments collect confidential evaluations from a variety of supervisors, peers and subordinates, and provide a full 360 degree assessment where required. Multirater competency assessments are also a powerful and objective way to make employees more aware of their behaviours and actions and to help them better understand and accept areas requiring development.

With NetDimensions Performance managers can compare self assessments with multi-rater assessments to get a balanced view of an individual's potential, strengths and development needs. A comprehensive set of reports also enables effective planning and preparation of appraisal discussions, development planning and subsequent coaching.

Performance Appraisals

With NetDimensions Performance you can quickly and easily set up any type of performance assessment process. You define the people you wish to contribute to the process, include the steps you want, in the order you want, and set notifications to deliver automated reminders to keep the process on-track. You design your own appraisal form or modify one of our templated appraisal forms, which are optimized to support appraisal best-practices, such as SMART objectives (Specific, Measurable, Attainable, Relevant, and Time-bound).

Performance appraisals are fully extensible, so alongside the outcomes and results of objectives and goals, they can include future goal setting, competency assessments based on the job profile, a personal development plan or even questionnaires to collect key information.

With NetDimensions Performance you can reduce the time and cost of appraisal activities and improve the quality and completion rates of appraisal forms using a system which makes it easy to track and manage the entire appraisal process.
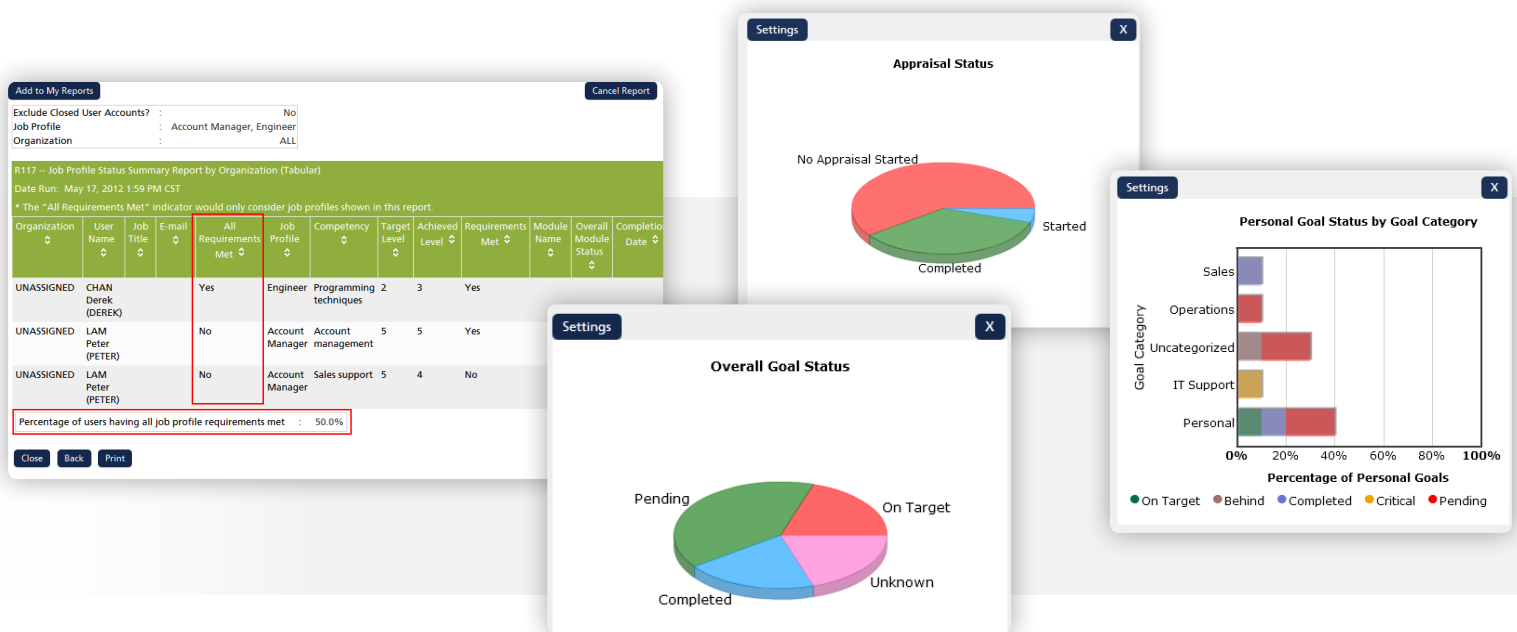
Career and Succession Planning

Effective succession management enables organisations to seamlessly merge the capabilities and career aspirations of their employees with the company's business strategy and talent needs.

NetDimensions Performance establishes competency-based employee development and career plans, focused on both current and future job positions. It enables employees to identify their individual strengths and weaknesses compared to both their existing position and to any targeted position, helping employees to improve within their current role and also providing guidance for progressing into future roles.

NetDimensions Performance helps managers identify employees who are potential candidates for a particular position and highlights where they require further development to help extend the available talent pool. HR professionals can then develop sets of activities and tasks within tailored development plans, to cascade to key employees. This reduces the risk of talent attrition, develops organisational bench strength and ensures continuity in critical positions.

Contact us today to find out the new | practical | safe | innovative way to transform your organization.
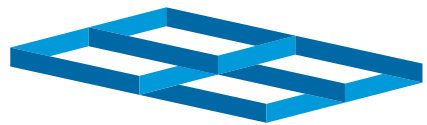
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Performance.
Knowledge.
Learning.