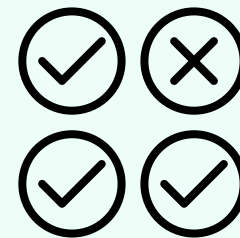




Performance Management

Enable your employees to truly thrive





01 How your company can benefit from performance management now! p. 03

02 The importance of performance management p.06

03 The Kenjo solution p.09

04 Join us p.19

01

How your company can benefit from performance management now!

Improve your employees' skills
through performance management



Key challenges HR managers face*

36%

"We don't know what skill gaps our current employees have."

"We don't effectively integrate learning into employee workflows."

33%

31%

"We can't create skill development solutions fast enough to meet evolving skill needs."

*Source: Gartner | Top 5 Priorities for HR Leaders in 2021 | Survey of over 800 HR leaders across different sectors and countries

How remote working has affected employee performance management



Challenges facing HR managers working remotely



Employees need new skills

*Source: Gartner | Top 5 Priorities for HR Leaders in 2021 | Survey of over 800 HR leaders across different sectors and countries

“My organisation had to redeploy my team to another area of the business. I am in a brand new role for me.”

“I have had new responsibilities added to my plate because we are short-staffed but I don't have experience with these tasks.”

“I have never worked virtually before and I'm now managing a remote team.”

02

The importance of performance management for culture transformation





Impact on the company

01

Improve company culture

Foster integrity and diversity

02

03

Establish business objectives

Analyse employee performance

04

05

Identify future leaders

Improve the employee experience

06

07

Identify areas for improvement

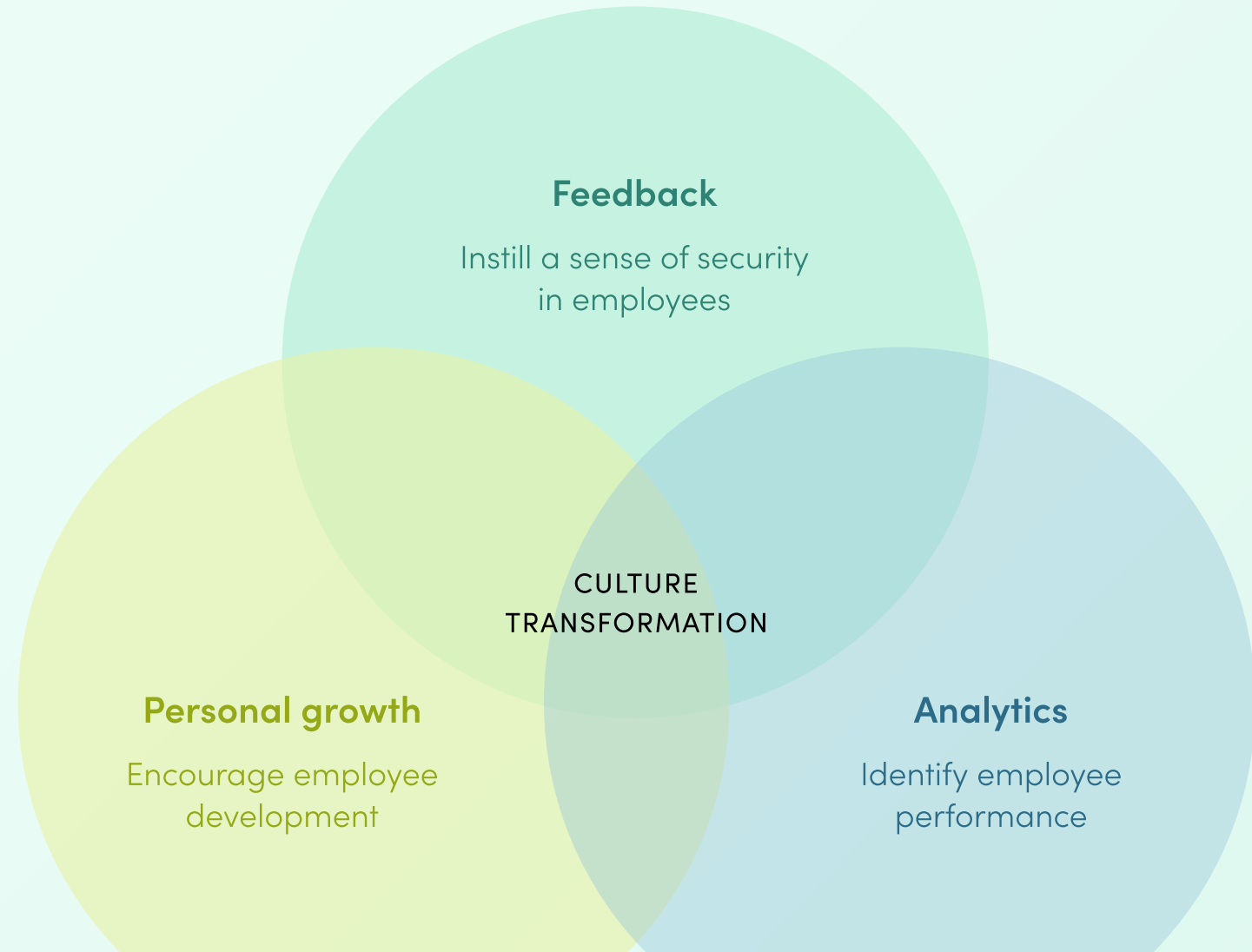
Build career plans

08



Culture transformation Feedback

3-in-1 performance



03

The Kenjo solution



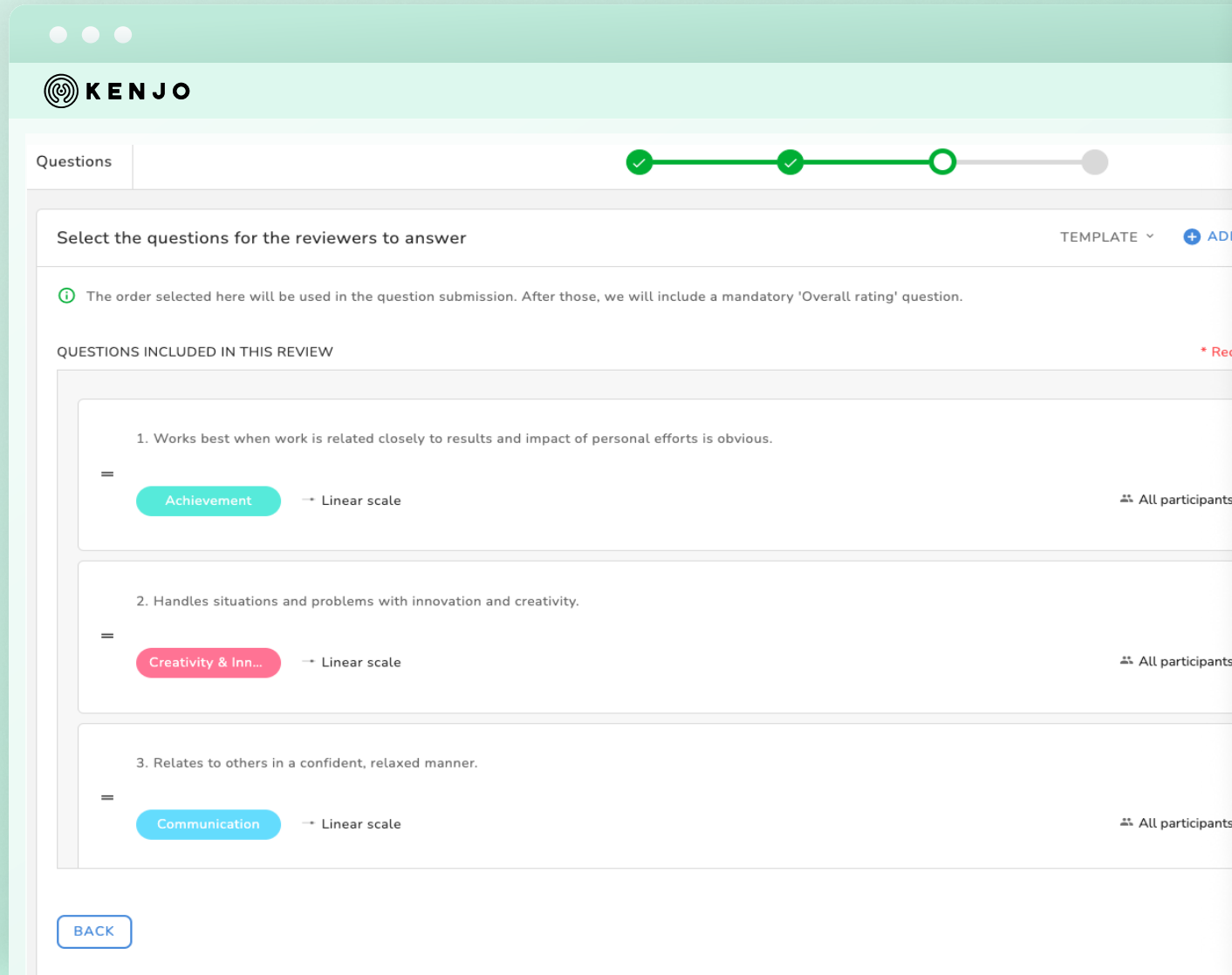
Performance management process

- 01 Design your performance process
- 02 Collect data
- 03 Analyse results
- 04 Create action plan



Performance management process

- 01
- 02
- 03
- 04



The screenshot displays the Kenjo web application interface for designing a performance review. At the top, the Kenjo logo is visible. Below it, a progress bar shows four steps: the first two are completed (green checkmarks), and the third is the current step (green circle). The interface is titled 'Questions' and includes a 'Select the questions for the reviewers to answer' section. A note states: 'The order selected here will be used in the question submission. After those, we will include a mandatory 'Overall rating' question.' Below this, a list of questions is shown, each with a rating scale and a participant selection dropdown. The first question is '1. Works best when work is related closely to results and impact of personal efforts is obvious.' with a 'Linear scale' and 'All participants' selected. The second question is '2. Handles situations and problems with innovation and creativity.' with a 'Linear scale' and 'All participants' selected. The third question is '3. Relates to others in a confident, relaxed manner.' with a 'Linear scale' and 'All participants' selected. A 'BACK' button is located at the bottom left.

Why Design your performance process with Kenjo?

Design a plan to improve your employees' skills and assess performance

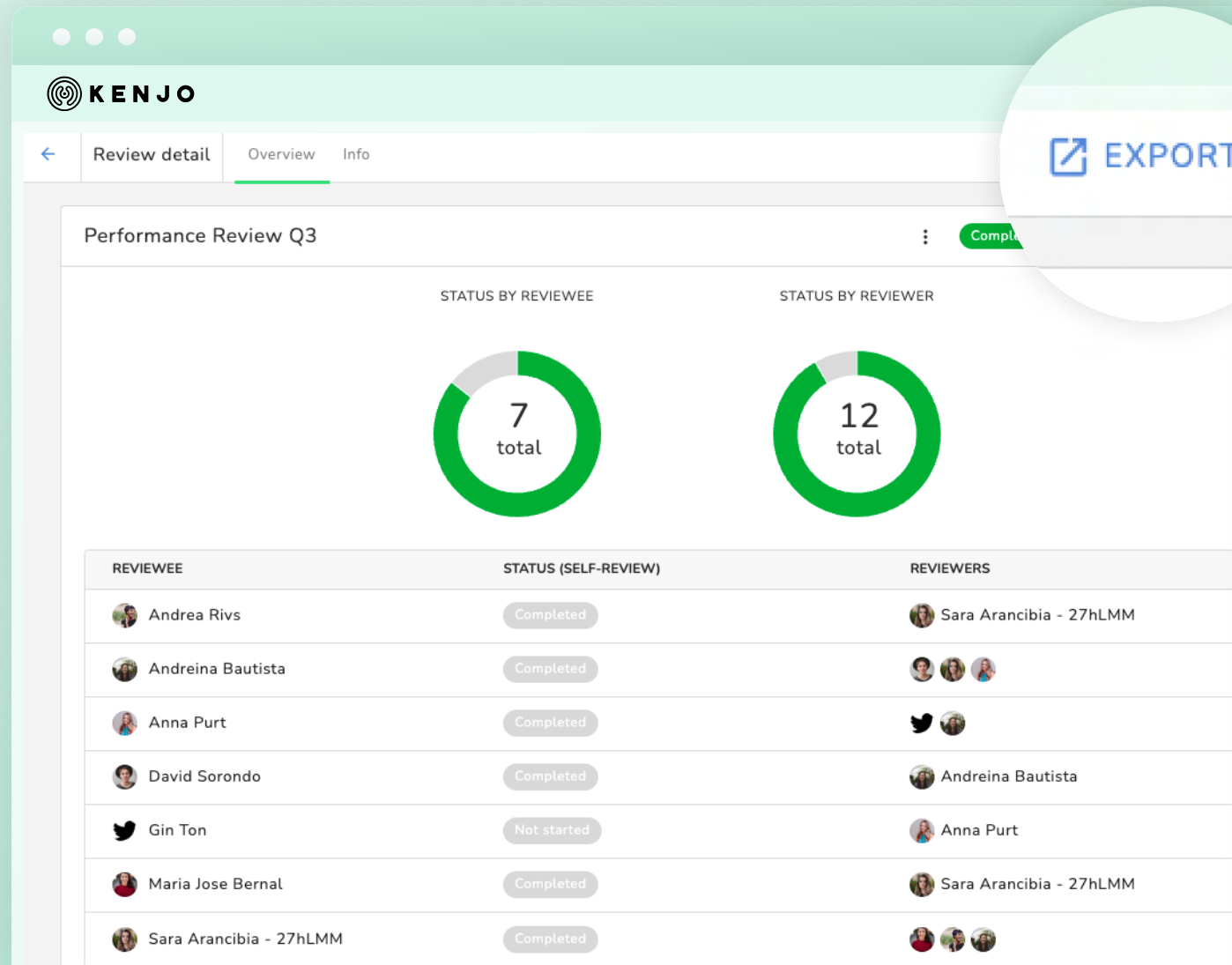
Create your own **skills-based assessment forms** to best suit your needs.

You can choose between **four types of evaluation**: Supervisor – employee, employee – supervisor, peer review or self-evaluation.

Segment evaluations into groups.

Performance management process

- 01
- 02
- 03
- 04



Collect data

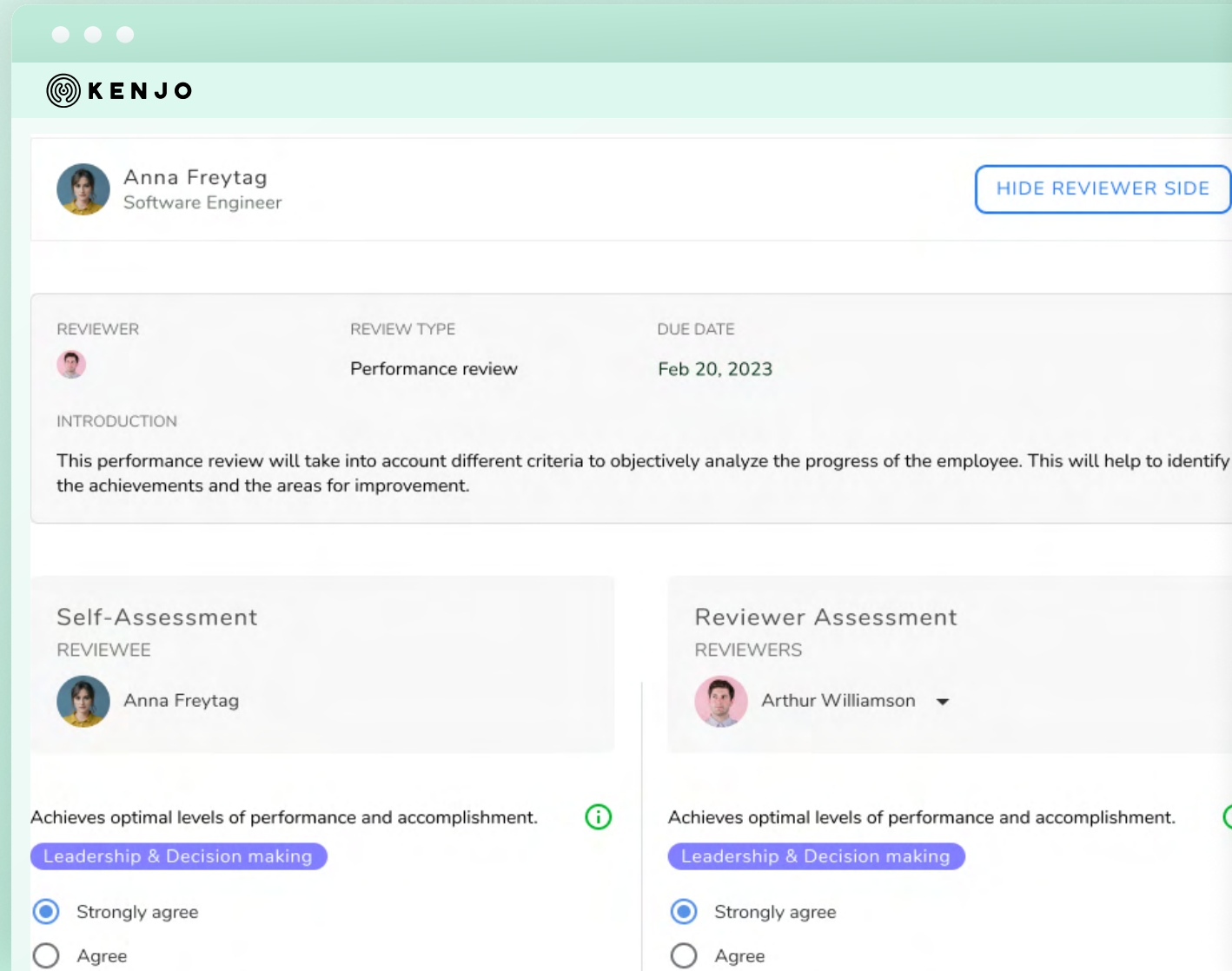
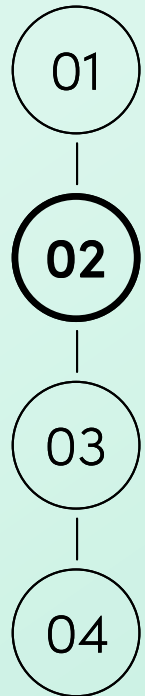
Track reviews in real-time

Check the **status of reviews** (draft, shared, signed).


Set up **automatic notifications** to remind employees and managers to complete the performance processes.


Export the results of all evaluations as an **Excel file**.

Performance management process



KENJO


 Anna Freytag
Software Engineer [HIDE REVIEWER SIDE](#)


| REVIEWER | REVIEW TYPE | DUE DATE |
|---|--------------------|--------------|
|  | Performance review | Feb 20, 2023 |

INTRODUCTION

This performance review will take into account different criteria to objectively analyze the progress of the employee. This will help to identify the achievements and the areas for improvement.

Self-Assessment
REVIEWEE


 Anna Freytag


Achieves optimal levels of performance and accomplishment. 

[Leadership & Decision making](#)

☒ Strongly agree
☐ Agree

Reviewer Assessment
REVIEWERS

 Arthur Williamson ▼

Achieves optimal levels of performance and accomplishment. 

[Leadership & Decision making](#)

☒ Strongly agree
☐ Agree

Collect data

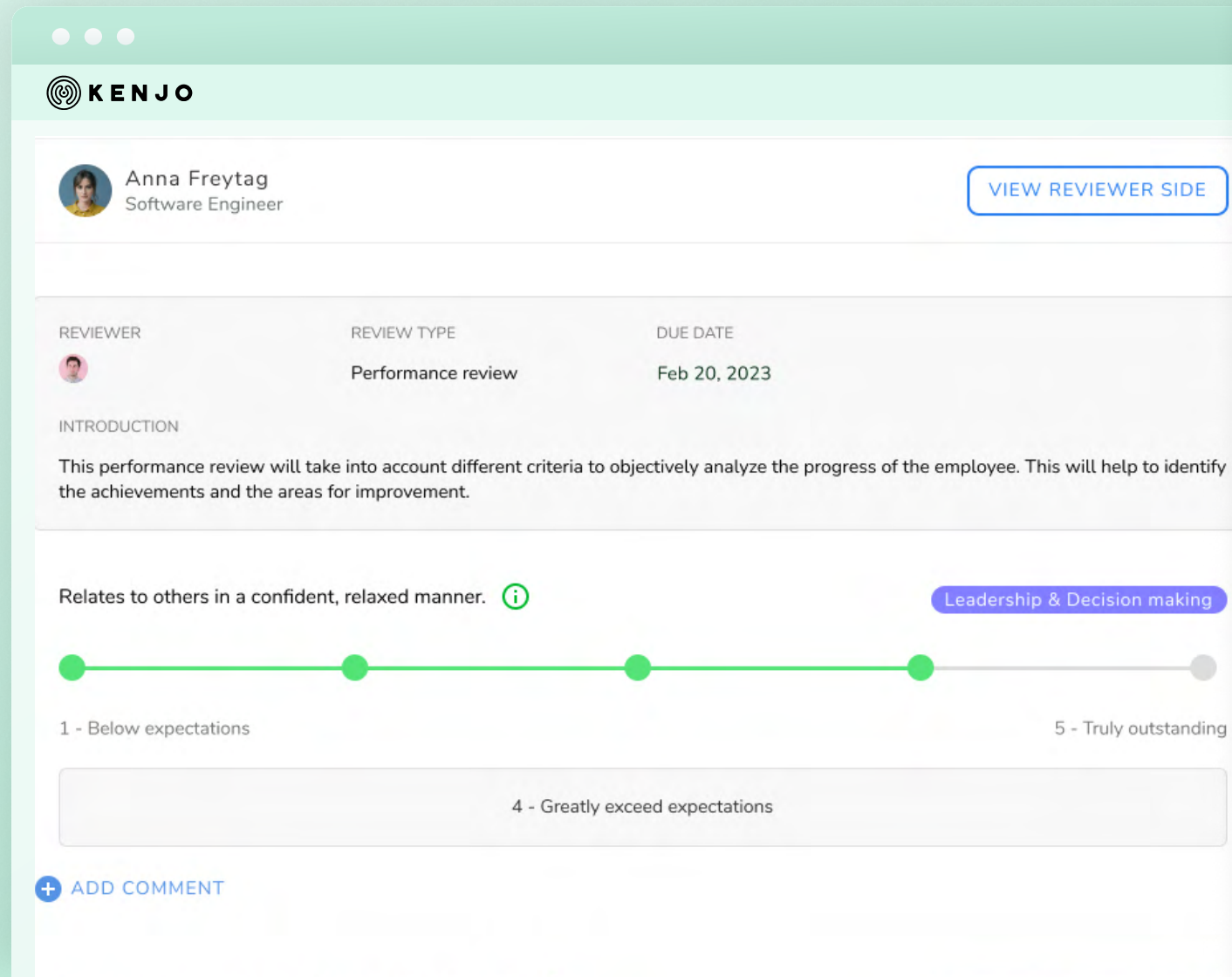
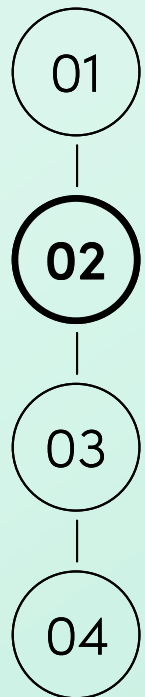
Track reviews in real-time

Generate self-assessments to improve the performance reviews process between managers and teams.


Use our **templates** to run smooth performance reviews assessments.


Customise your performance reviews to suit the company's needs.

Performance management process




KENJO

 Anna Freytag
Software Engineer [VIEW REVIEWER SIDE](#)

| REVIEWER | REVIEW TYPE | DUE DATE |
|---|--------------------|--------------|
|  | Performance review | Feb 20, 2023 |

INTRODUCTION

This performance review will take into account different criteria to objectively analyze the progress of the employee. This will help to identify the achievements and the areas for improvement.

Relates to others in a confident, relaxed manner.  [Leadership & Decision making](#)

1 - Below expectations 4 - Greatly exceed expectations 5 - Truly outstanding

[+ ADD COMMENT](#)

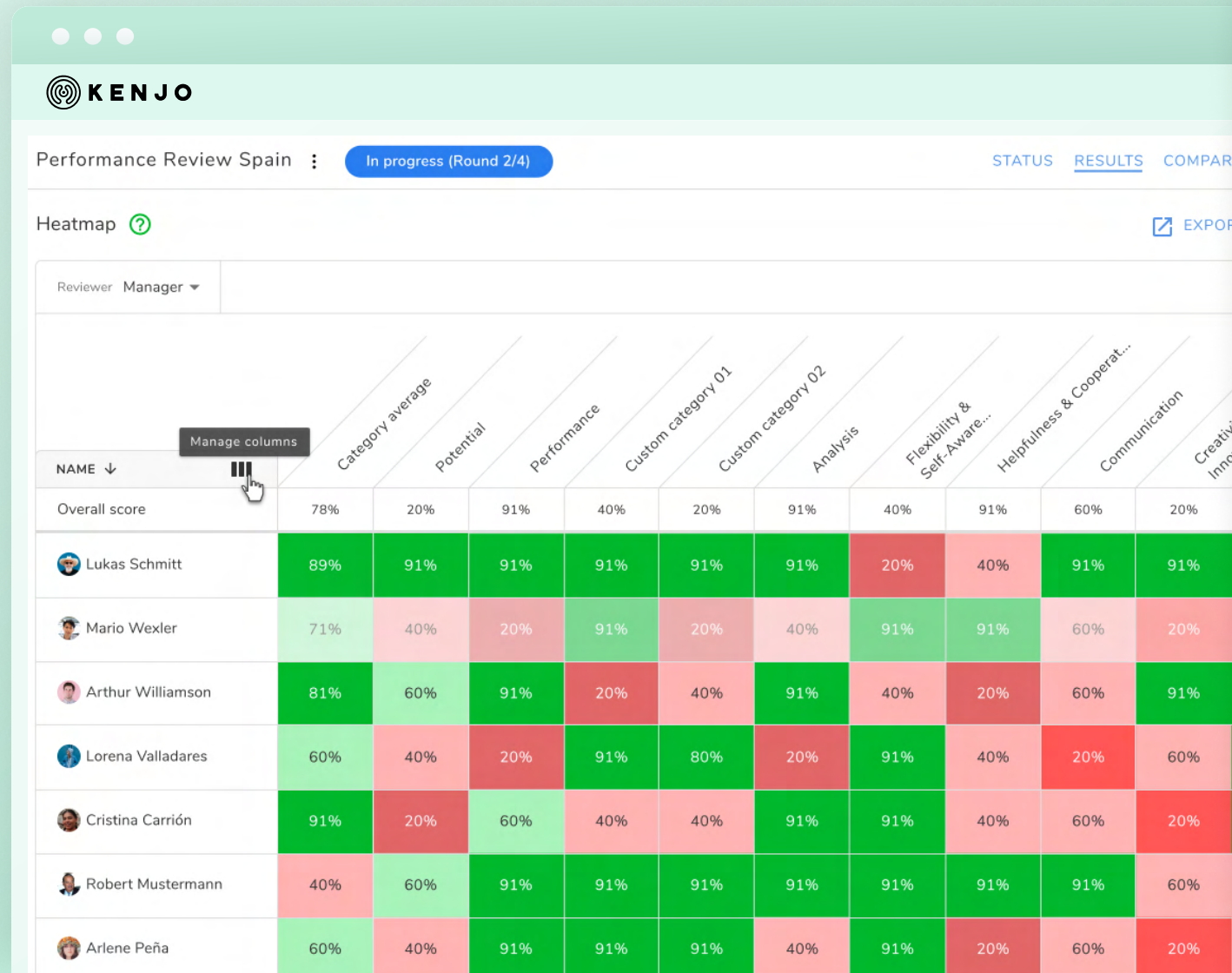
Collect data

Track reviews in real-time

Define the different **response options** (Likert-Scale, free text, multiple choice).

Performance management process

- 01
- 02
- 03
- 04



Analyse results

Make an impact on the business by identifying and improving employees' skills

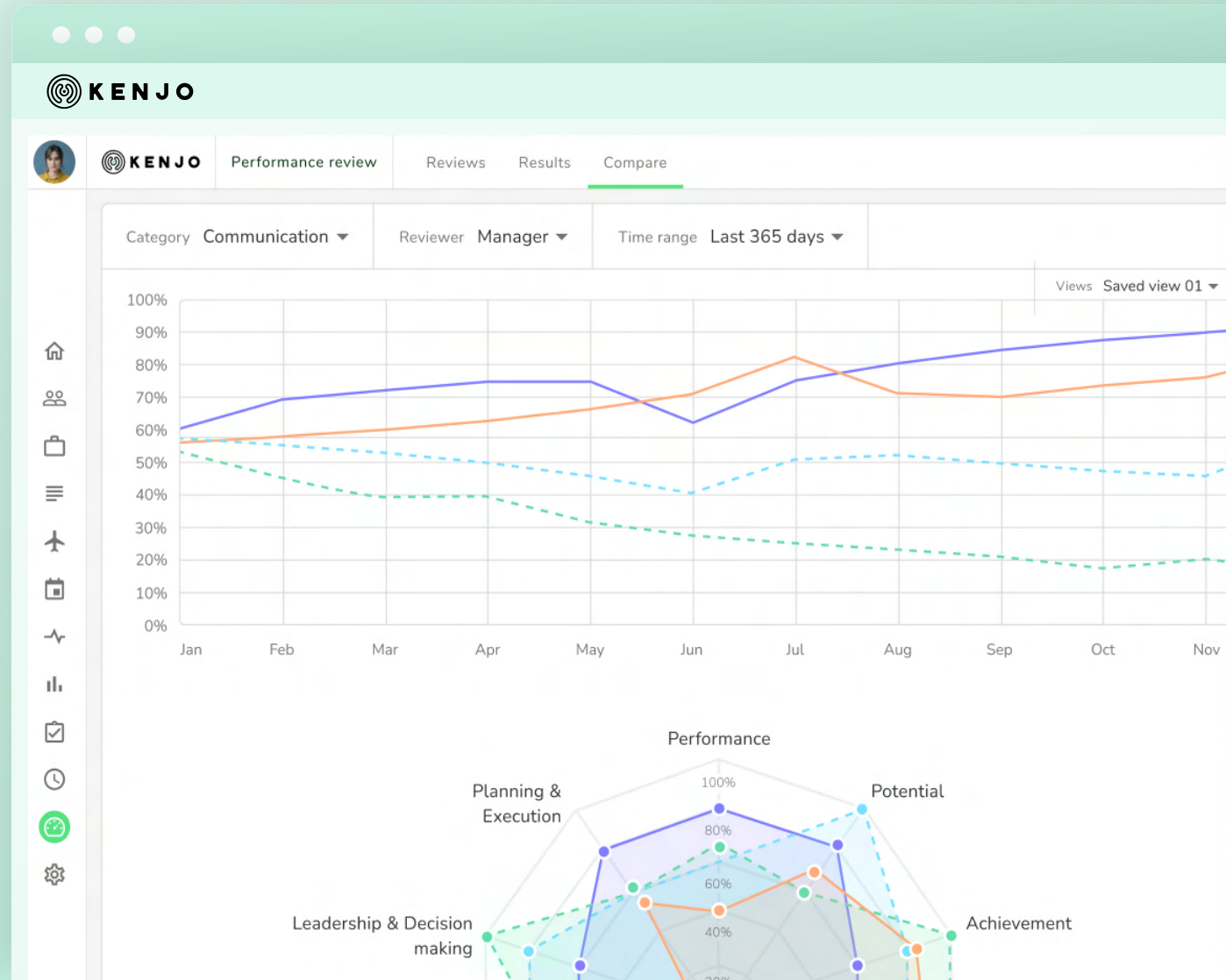
Analyse skills by employee and department such as communication, collaboration, creativity, innovation, or your own.

Observe how they develop over a period of time.

Maximise the employees' opportunities for improvement.

Performance management process

- 01
- 02
- 03
- 04



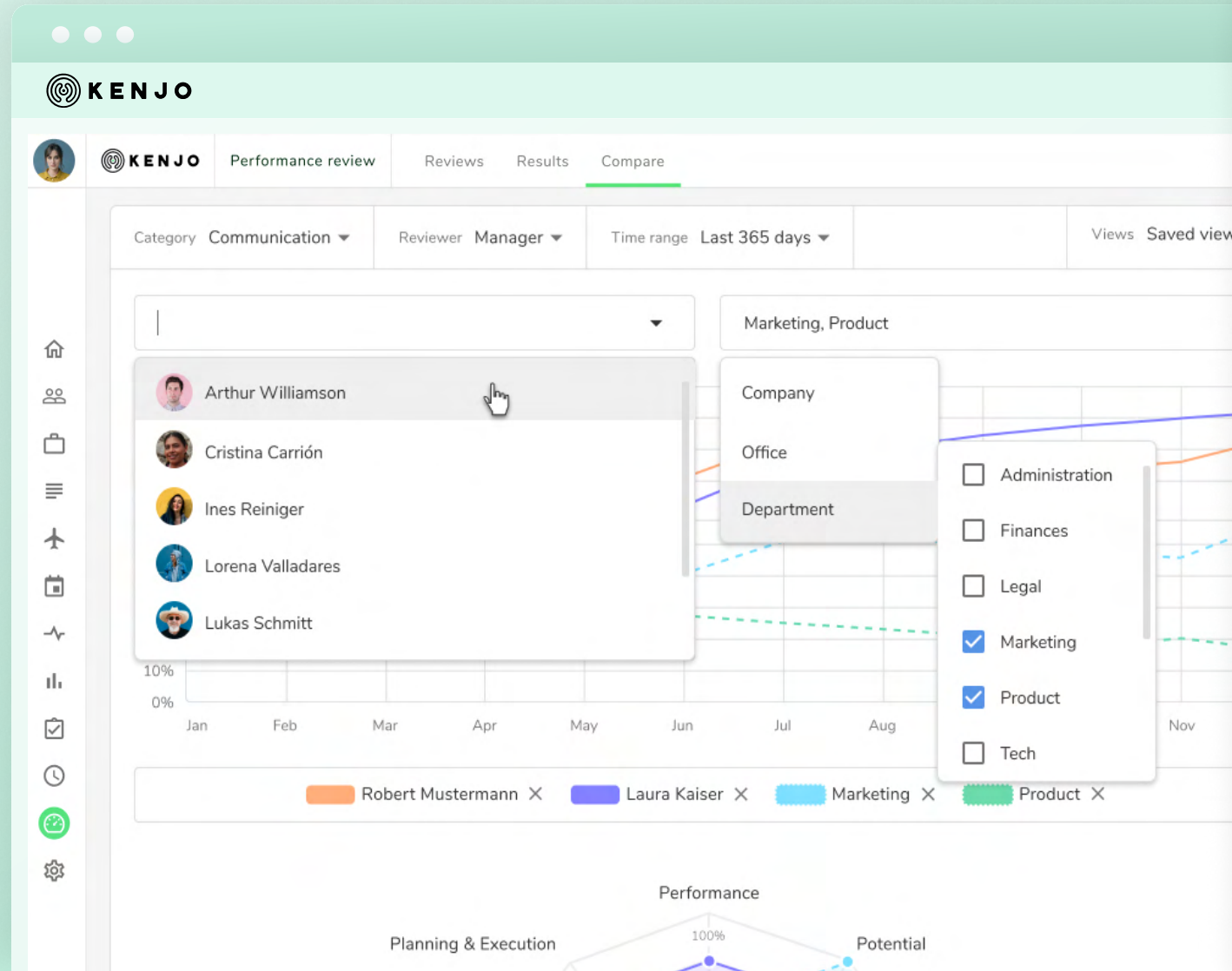
Analyse results

Make an impact on the business by identifying and improving employees' skills

Compare performance and spot trends between employees and departments.

Performance management process

- 01
- 02
- 03
- 04



Analyse results

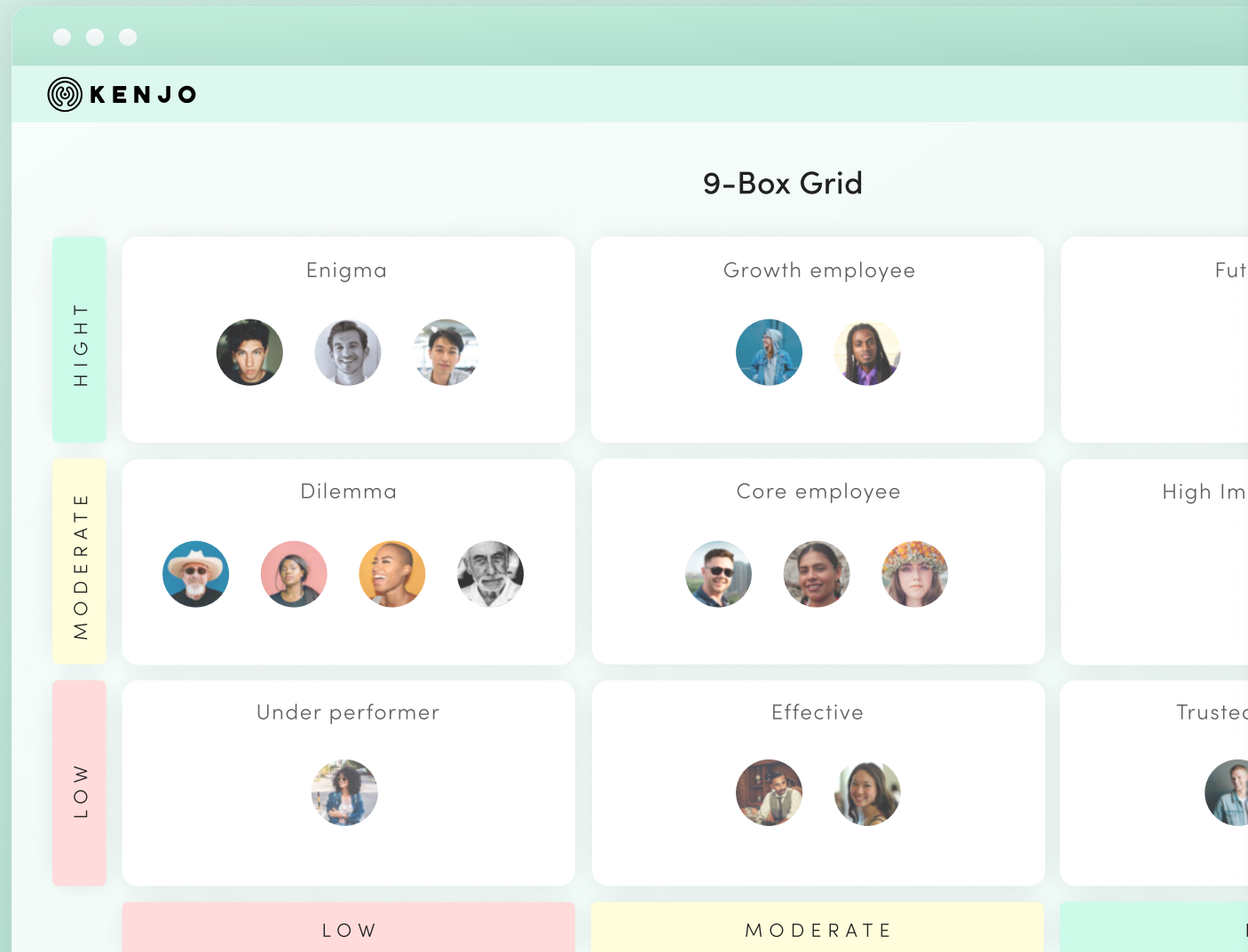
Make an impact on the business by identifying and improving employees' skills

Filter the results by employee, company, office or department.

Filter and segment performance reviews per office, team or company.

Performance management process

- 01
- 02
- 03
- 04**



Create action plan

Develop a personalised action plan for company employees

Promote good performance and prepare 2 trainings for low performance to those who need help.

Create skills matrix that help to align the employee's path.

04

Join us





Why Kenjo?

We have helped over 40.000 employees to improve their performance management



Get in touch

If you want to know more about Kenjo book a meeting with us!

[BOOK A DEMO](#)

 **MADRID
SPAIN**

 **BERLIN
GERMANY**

 **ZURICH
SWITZERLAND**

 **MEXICO CITY
MEXICO**



