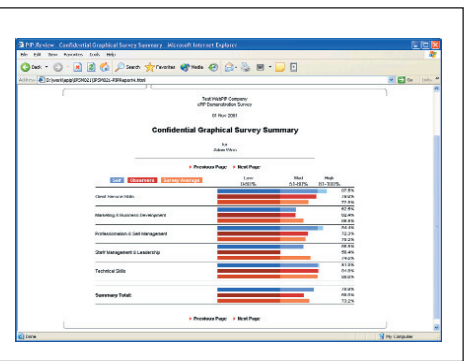


# myReview →

## HAVING A PROBLEM WITH GETTING CONSISTENT, EFFECTIVE, QUALITY PERFORMANCE REVIEWS?

**myReview** provides an easier way for managers to meet with team members on a regular basis to review development goals and provide supervision/coaching. It is a fully integrated 360-degree, multi-rating Performance Review & Management by Objective system. myReview also links to the Training Needs Analysis (TNA) survey incorporated in the myTraining module.



Identifying the development needs from the 360-degree feedback and setting individual goals that will be tracked by the individual and their manager creates a greater sense of accountability. This accountability develops a clearer understanding among team members on what must be done to take themselves to the next level of performance based on the skills and competencies needed for the job.

Each team member is able to identify any training that may be needed to support their development goals and implement these by using their own initiative. The review process monitors and manages individual goals throughout the year through performance based coaching with the manager. It also indicates to each team member what is expected of them and how they are going against those expectations.

MyReview will produce quality reviews on time every time, enabling managers to identify early the talent and emerging leadership within the organisation and then put in plans to develop it.

This is a system that will save time and money by freeing up HR resources to concentrate on the people issues of performance development.

### FEATURES & BENEFITS:

- Incorporates 360° feedback (from internal or external stakeholders) and automatically collates feedback for the performance review.
- Provides a process for employees to work through their results prior to the face-to-face review meeting with the manager.
- Provides an online survey analysis

workbook to help prepare for the face-to-face review meeting.

- Provides a process for documenting development goals on-line and then tracks them over the coming year.
- Effectively prompts managers to meet with team members on a regular basis to review goals, and provide supervision or coaching.
- Provides the ability to control the tool in-house and customise it to the organisation's needs.
- Has a very high compliancy rate for survey returns within specified time frames.
- Effective, quality Performance Reviews on time every time.



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