



## TALENT DEVELOPMENT

**Move beyond the once-a-year performance review and create a workplace culture of continuous development**

**Performance reviews, when done right, are a critical component to improving employee productivity and engagement.** But traditional performance management fails to deliver results. With infrequent conversations riddled with biases and information gaps, conventional reviews aren't inspiring employees to improve. Paycor's Talent Development allows high-performing companies to shift to more continuous development and coaching conversations that create the right level of focus, help employees feel engaged and deliver better business outcomes.



### Create a Culture of Continuous Development

Paycor's Talent Development offers a low touch yet robust development management platform that provides **automated workflows to support your processes**. HR Leaders will have a way to better inform compensation, promotion and succession-planning decisions as well as to drive employee performance and engagement.



### Maintain an Ongoing Conversation

The 1:1 tool supports a continuing conversation between managers and direct reports. With **customizable, preloaded templates**, you can build coaching sessions with your employees to get the most out of your time together. **This keeps everyone focused on and accountable to their top priorities, helps remove roadblocks and provides opportunities to celebrate success.**





## Improve the Communication Loop

Talent Development's feedback tool improves the communication loop between peers, teams, and the company as a whole. **This facilitates a culture of engagement, self-improvement, team development, and keeps a record of development-based conversations.**



## Track Goals, Objectives and Key Results

Keep track of OKRs and goals in a transparent platform that shows how your individual, team and organizational objectives are connected. Align your workforce to your company's top priorities and let employees see where they're making the biggest impact, **eliminating hours spent on unproductive work.**



## Inspire Employees to Achieve Results

When it is time to conduct a performance review, Talent Development makes it easy to tie everything together! **You can pull data from 1:1s, include feedback and goals to conduct time-efficient reviews based on historical performance data and to reduce bias.**

## Key Product Features

**Talent Development modernizes the entire performance review process.** With automated workflows, prompts, tasks and notifications, it removes the manual burden on leaders and employees.

### Key Features Include:

- Integrated Performance Data
- Calendar Sync (Gmail & Outlook)
- Peer Feedback
- Surveys: Employee Led, Manager 360, Company, Team
- Dashboards & Analytics
- Pre-Built & Best Practice Templates
- Collaboration Notes
- Action Items and Assignment
- Team, Department & Company Level Goals
- Personal (Individual) Goals
- Scheduled Reminders, Check-Ins, Email Summary and In-App Notifications
- Visualize Employee Performance and Develop Coaching Using a 9-Box Grid
- Goals Available in OKR or SMART Goal Format



Want more information?

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