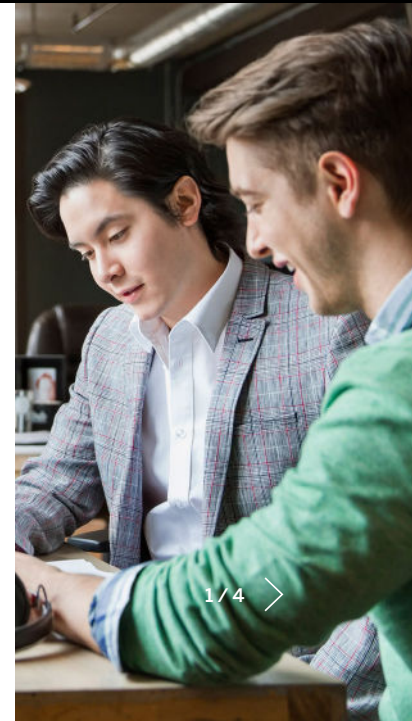


SAP SuccessFactors Performance and Goals

Effectively managing employee performance has never been more critical. Your organization faces fierce competition and limited budgets, and must execute with razor-sharp focus or be left behind. To succeed, you need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve. SAP SuccessFactors Performance & Goals helps your organization ensure strategy and goal alignment, continuously improve workforce performance through ongoing coaching and feedback, and accurately evaluate and recognize top talent.



Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.
- Continuously update employee effort, success probability, and comments with features like Mobile Goal Management.
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.

New! Continuous Performance Management

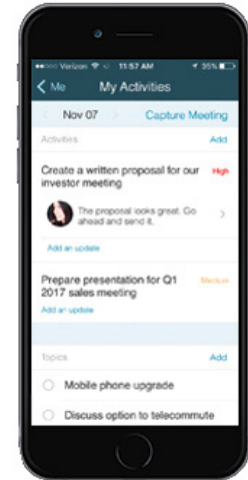
Now you can stimulate more continuous dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

Employees:

- Keep managers up to date on activities they are working on specific to goals, what their priorities are and the progress they are making
- Request and share real-time feedback from peers on achievements
- Capture live summary of achievements to discuss during one-on-ones and more easily prepare for the more formal performance assessment

Managers:

- Track team's progress against goals, ensure they are working on what matters, and easily provide actionable feedback
- Access activities, achievements and feedback to hold more effective performance check-ins when meeting face-to-face with employees
- Share simple coaching, placing emphasis on what employees have done well and what they can do to improve their future performance



With Continuous Performance Management, employees can track and update managers on their Activities and Topics for more meaningful one-on-ones

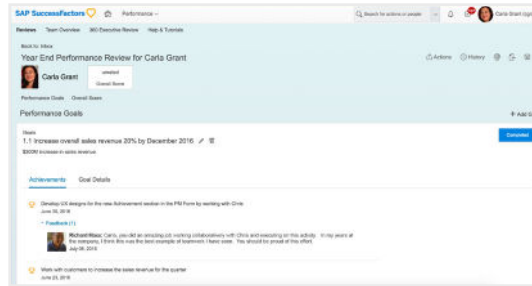
SAP Product Brochure

HR Leaders:

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly
- Guide managers on how to provide simple and effective performance coaching

Accurate Performance Assessments

- Get better quality reviews, promote faster user adoption, and increase completion rates with a simple and engaging experience for everyone
- Capture a more balanced and complete view of employee performance with “Ask for Feedback” and 360 Reviews
- Eliminate writer’s block and provide more meaningful feedback with Writing Assistant and Coaching Advisor



Performance review forms display a comprehensive performance summary showing the feedback captured on Achievements

- Identify top and bottom performers based on their individual competencies with Team Rater and Team Overview
- Reduce risk of using inappropriate language in reviews with Legal Scan
- Ensure objective, fact-based decisions around performance and compensation with Calibration

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