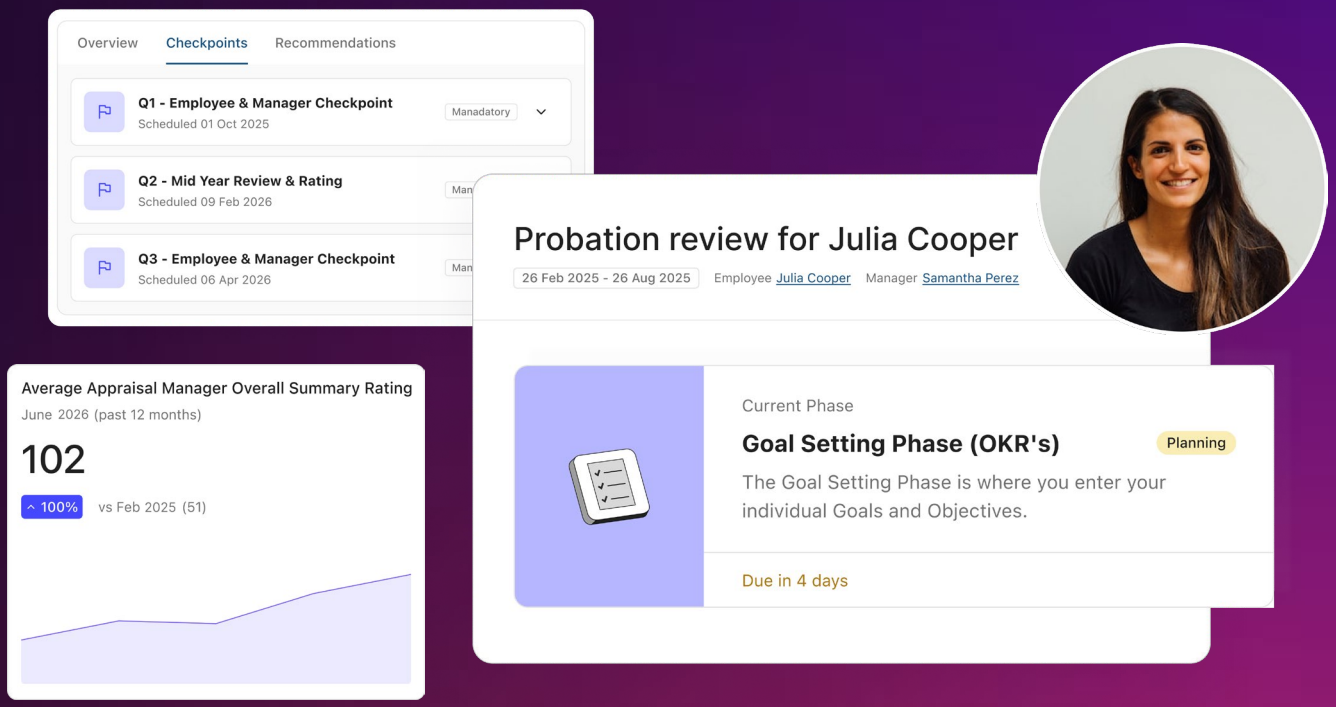
ELMO

Performance

Performance that powers results

Connect individual goals to business outcomes with performance management software that simplifies reviews, sharpens focus and drives measurable results.



People and business goals are misaligned.

Annual, disconnected reviews make it difficult to align employee contribution with organisational goals. This leads to:

- Missed business objectives
- Limited employee development
- High staff turnover

The ELMO difference

Enhance your appraisal process

Set and track goals, KPIs, OKRs, align individual performance to higher objectives and create more transparent, accountable conversations.

Reduce turnover costs

Align goals and expectations to maintain momentum with engaged teams that perform consistently and stay longer.

Take data-led action

Standardise performance data and pair ELMO Performance with ELMO Insights to have a strong base for development, succession and workforce planning.

How ELMO Performance works

Run review cycles with automated workflows

Configure appraisal phases such as Planning, Action, Self Scoring, Manager Scoring, 360 Review, Approval and Complete to support your performance process.

Set goals & track them

Set and track goals and OKRs and configure your scoring to make performance conversations more relevant and easier to act on.

Build competencies and development plans

Use competency and development libraries, ratings, notes and attachments to create a more structured development process.

Run check-ins & collect 360 feedback

Add checkpoints for Q&A, ratings and 1:1 records outside appraisal phases and collect feedback from managers, colleagues and direct reports.

Track progress & strengthen reporting

Improve performance visibility by using graphical reporting, custom reporting tools and scheduled email reports.

Don't just take our word for it

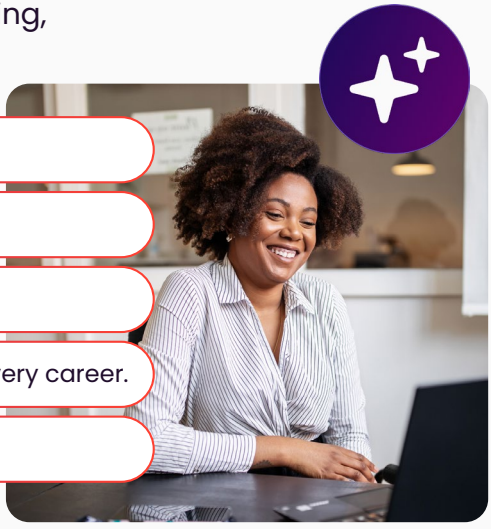
"The system replaced our manual performance review process and empowers our managers. The process is now automated and they can see everything they need on one dashboard."

Daniel Simons, Director People & Community, Victorian Institute of Sport

The *Complete* AI Workforce Platform™

Maximise the value of ELMO Performance by connecting it to the processes around it powered by ELMO Insights, Learning, Remuneration and Workforce Management.

- **Hire:** Find, hire and onboard the right people faster.
- **Schedule:** Build demand-driven rosters that keep you compliant.
- **Pay:** Pay your people accurately and reward them fairly.
- **Develop:** Grow capability, strenghten performance and develop every career.
- **Plan:** Design and plan for the workforce you'll need next.



See how ELMO Performance can help you run more consistent, transparent and effective review processes that support your business goals.

Book a demo ↗

ELMO

Founded in 2002, ELMO Software is The Complete AI Workforce Platform™, unifying HR, Payroll and Workforce Management on one connected data foundation. Trusted by 2,000+ mid-sized organisations and over one million end users across Australia and New Zealand.