Advanced Clear Review

Advanced

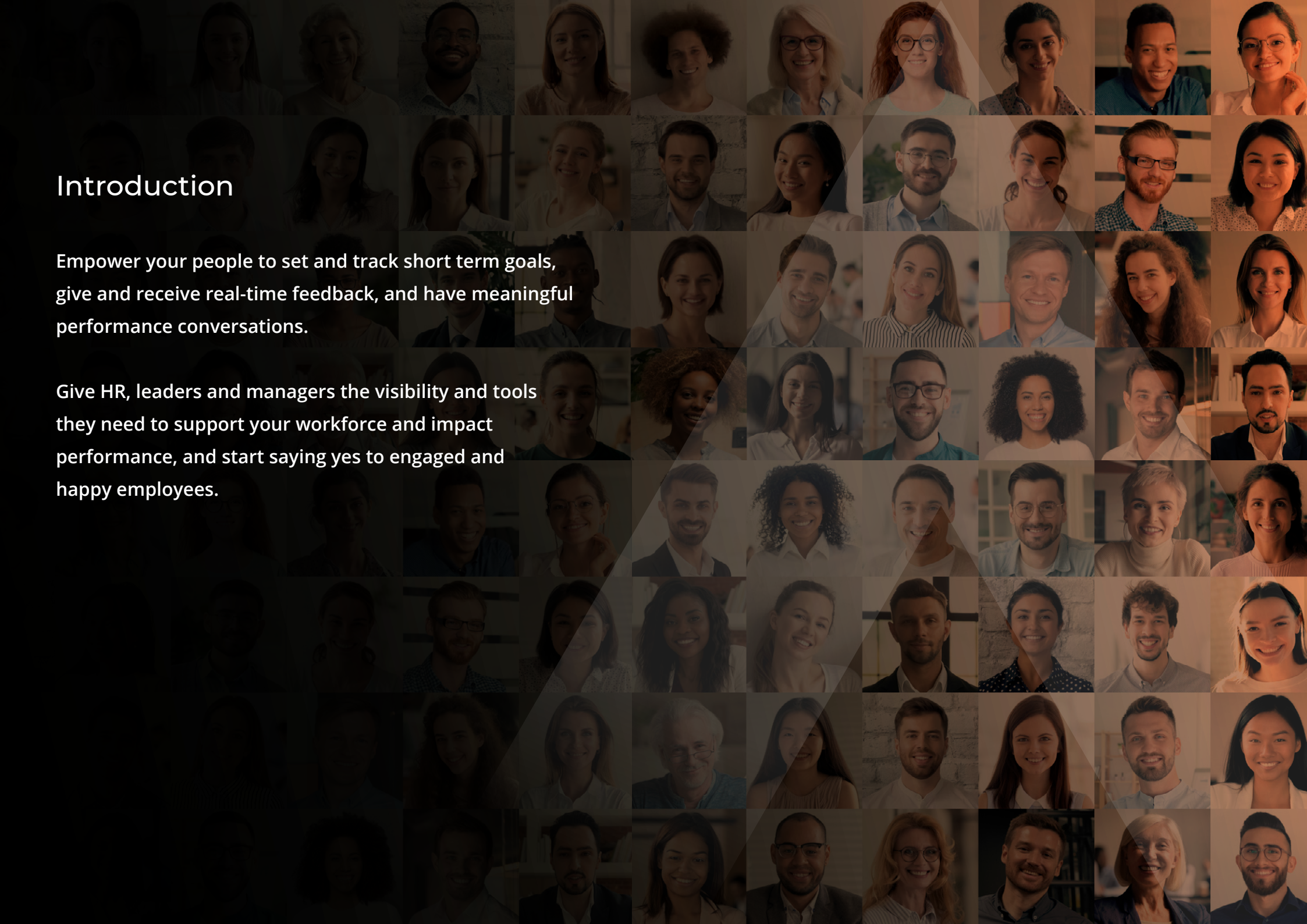# Advanced Clear Review

People first performance management software

Introduction

Empower your people to set and track short term goals, give and receive real-time feedback, and have meaningful performance conversations.

Give HR, leaders and managers the visibility and tools they need to support your workforce and impact performance, and start saying yes to engaged and happy employees.

Aligning your workforce

Now, more than ever, it is important to align your people to the same organisational objectives and deliverables. You can achieve this by enabling frequent performance conversations between managers and their team, and through the setting and tracking of goals that link back to organisational objectives. So whether they are in the office or working remotely, all your people have clarity on what is expected of them, and the support to achieve this.

"We wanted to do away with individual scorecards, instead focusing on team goals that would foster a culture of teamwork and continual improvement."

Francis Lake, Head of Organisational Development, Virgin Money.

Why choose Advanced Clear Review?

Ease of use

Our customers love how easy and self-explanatory the platform is, meaning the initial training needed is minimal, and people are more likely to engage with it regularly.

Better visibility

Advanced Clear Review allows managers and HR teams to track performance and engagement, meaning they can act quickly if they see a decline.

A full and fair view of performance

The platform stores information gathered throughout the year, such as set goals, performance meetings and co-worker feedback, meaning performance evaluations are based on a full and fair view of the year.

Features and benefits

Real-time feedback

The feedback tool in Clear Review allows every member of staff to give feedback to all other members of the organisation. This means employees can give feedback to managers and team leaders, and can receive feedback from a range of co-workers, this is a great way for people to get a shout out for a job well done, or gain some insight on what they could improve on moving forward.

> "I love the feedback tool! Too often managers don't see a full picture of what a team member is doing, or they only pick up on the negative. With co-worker feedback they can get a well-rounded view of what their team members have been doing from the viewpoints of multiple people in our organisation. That's why we encourage people to give feedback weekly, to everyone they have worked with over that week."
>
> Devon Graham, Director of Human Resources, SARRC.

Our research tells us that many users feel more comfortable giving verbal feedback (as opposed to written). Which is why we've now got a new feature which gives users the ability to give "feedback voice notes".

One to one conversations

We'd suggest that all managers have a one on one conversation with their team members around once a month. This can be more or less frequent depending on how much support the employee needs, but even the most senior members of staff should have regular conversations to ensure they are aligned and coping with workloads. Within these conversations goals can be set and tracked, development plans discussed, and any blockers or concerns addressed.

"So much of social care, from a practice perspective, is about ongoing relationships and conversations with service users rather than one-off assessments. Just as we're transforming those services, investing in more meaningful relationships with residents and service users, it's great to be able to use that model to strengthen relationships between managers and employees."

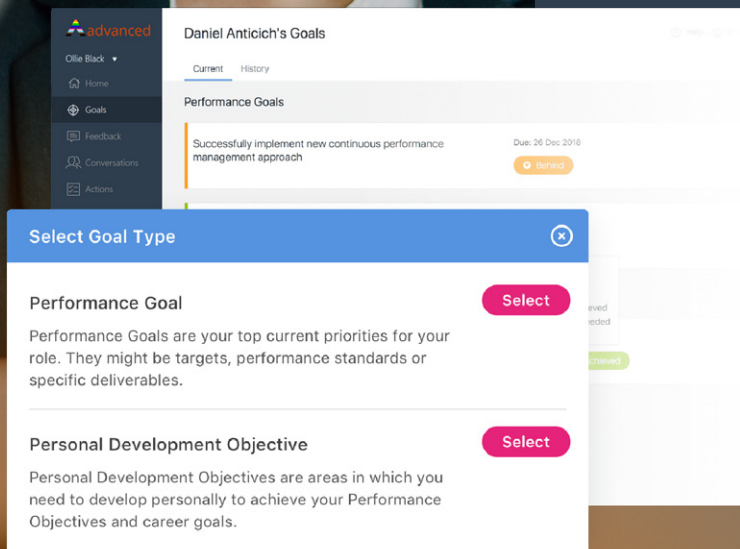Ben Plant, HR Director, Waltham Forest Council.

Agile goal setting

Setting annual objectives is outdated and pointless. Very few people can stay focused and engaged with objectives for a full 12 months, and most of the time these will become forgotten about or even become irrelevant.

By setting goals that can be achieved in weeks or even days, employees have something more tangible to work towards, and are much more likely to be focused and engaged. Plus it feels good to check off goals as complete and move onto something new.

"Setting nearer-term objectives that could be regularly reviewed and updated suited the more agile world we were working in. This provided structure and motivation to employees who were getting used to working remotely"

Jude Holt, Senior HR Business Partner and Talent Lead AG Barr

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Performance Snapshots

Giving employees a 1-5 rating once a year really does very little for performance, but we understand you still want a way of assessing the performance levels of employees in your organisation to reward your top employees and look at where you can improve. To do this you can use Performance Snapshots.

Performance Snapshots give an overview of employee performance, created by managers answering a set of questions that yield fact based answers using the information gathered on Clear Review, rather than answers based on feeling / opinions.

"Performance Snapshots allow a formal and consistent process, at time frames deemed as appropriate by the individual's leaders. These snapshots assess and identify team members who are ready and able to progress from their current positions, through structured and focused exploratory questions, and resulting discussions in line with our vision, mission and values"

Jamie Allam, CEO, Amthal Fire & Security

Amita Kaur

This person has made an impact above and beyond their job description and agreed objectives	Neutral
This person's performance is:	On Track
Is this person ready for promotion today?	Yes
What is this person's career preference for the next 12 months?	Stay in role

Submit Cancel

42 Conversations occurred in February 2020

61% with notes
31% with actions

631 Actions due in February 2020
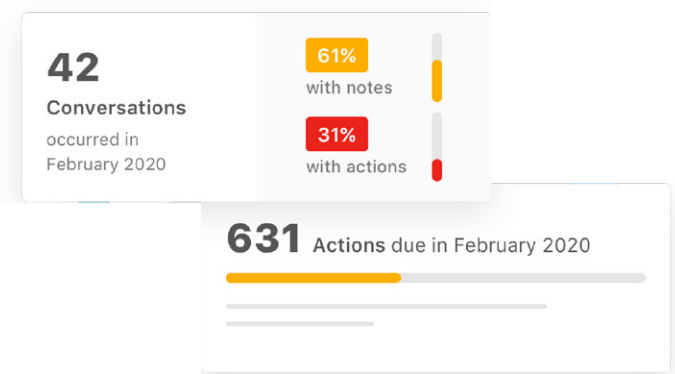
Employee engagement and well-being

It's important to keep track of your employee engagement and well-being, how your employees are feeling has a direct impact on productivity, and of course we know you want your people to be happy in their work lives.

The Clear Review platform allows organisations to send out internal surveys, which can be tailored to ask well-being and engagement monitoring questions. Responses can be seen as soon as they are given, allowing leaders and HR to view the results and start to take action if anything seems troubling.

You can also use the My Mindspace add-on, which is our scientifically backed in platform engagement tracker. The tool allows all employees to fill out engagement surveys every few weeks anonymously. This way HR and leaders get a view of how people in their organisation are really feeling, track any trends for drops in engagement across the company, and see if steps they are taking to improve engagement are working.

Suggestion Box, Discover your employees' voices
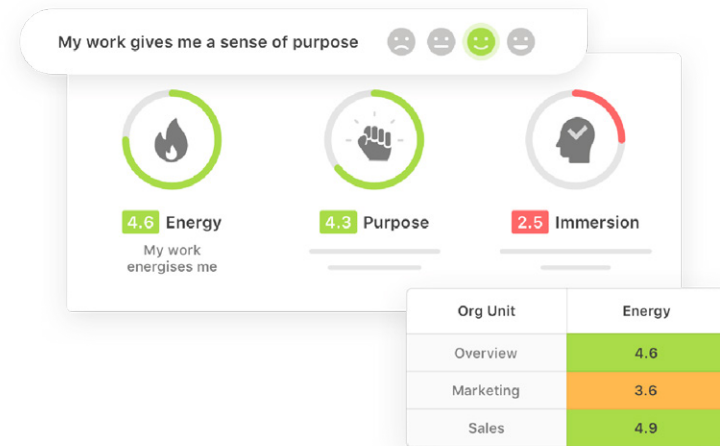
Provide a safe place for your employees to voice ideas, suggestions or concerns, and gain visibility into how employees are experiencing your organisation.

By having a suggestion box that HR and leaders can view in real time you can:

Gain visibility into your employees' experience by hearing their ideas, suggestions or concerns.

Allow your employees to express themselves anonymously. This can be helpful for those times when employees would rather raise a suggestion or concern in confidence, giving them the space to be honest about their thoughts and ideas.

Get real-time insights so changes can be made quickly and issues can be resolved as soon as possible.

Suggestion Box

This suggestion will be posted with your name to guide your organisation with feedback, and can be accessed by your organisation's administrators.

Suggestion Type

Your Message

Type here your message...

Make it a private suggestion

Send   Cancel

SSO and Integrations

Clear Review integrates with key business platforms to increase adoption and decrease the need for IT support

- Clear Review is integrated with Microsoft Outlook to make arranging and amending meetings easier.

- Clear Review supports Single Sign-On (SSO) using SAML 2.0. We support Microsoft Azure Active Directory, Okta and OneLogin, G Suite and Oracle as identity providers

- Currently we support secure automated FTPS HRIS data integrations

- We integrate with email and calendar clients by pushing emails and calendar invitations

"By making tasks as easy to carry out as possible, we can ensure great continuous performance management is as much a part of a person's work day as checking emails, or taking notes in a meeting, easy tasks they don't even need to think about."

Hamzah Hafesji, Senior Product Manager, Advanced Clear Review.

Multi-lingual

Advanced Clear Review is built in a way which makes it effortless to add the languages that your organisation needs, making the platform accessible to more people.

We have built Clear Review to be able to quickly add any additional languages at request.

These languages are available out of the box:

- English
- Spanish
- Danish
- German
- Vietnamese
- French
- Portuguese
- Italian
- Chinese
- Dutch

Configurability

The right language allows you to ensure that you reflect your culture in Clear Review

You have the option to change 52 terms on the system so if you call objectives priorities or check-ins coffee-meets then you have all the flexibility to change that.

As an admin, you have the choice to change the colours, language and configuration of the system to match your culture. You will be supported by our team to make sure that you reflect your identity in your performance management software.

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We would love to hear from you

Hopefully this was a helpful insight into what Advanced Clear Review performance management software can do for your business, and how we can help you enrich your people experience and boost productivity. Don't just take our word for it, to see Advanced Clear Review for yourself, book a demo today, and start saying yes to an ocean of engaged employees.

Book demo