



BROKER

February 2019 Release Notes

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New Feature: Performance

1. Study after study has shown that the "annual performance review" is not effective for today's workforce.
2. Instead, management experts recommend that there should be a continuous feedback loop between managers and their team. The best way to do this is for the manager to have recurring "1:1s" with each employee.
3. How is the organization supposed to know, though, if the manager is good at conducting 1:1s, or is even following the organization's norms for them? Besides the fact that an organization may be underperforming because of bad management without even knowing it, poor 1:1s can also lead to compliance and other personnel issues that HR has to deal with after the fact.
4. BerniePortal's new Performance Feature addresses this problem. With this feature, employers can document 1:1s within BerniePortal, and select viewers of 1:1 agendas and summaries with full transparency to all involved. Flexibility includes deciding exactly who can view 1:1 correspondence outside of the manager and employee - it can be the manager's manager, or someone in HR, or both. The idea is to give data to help coach managers to be more effective at coaching the people on their team. Every organization struggles with this as it grows to have managers managing other managers - BerniePortal's Performance feature helps.
5. Also, if your organization isn't currently providing continuous feedback to employees through 1:1s, adopting the Performance feature can be a trigger to start doing so.

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