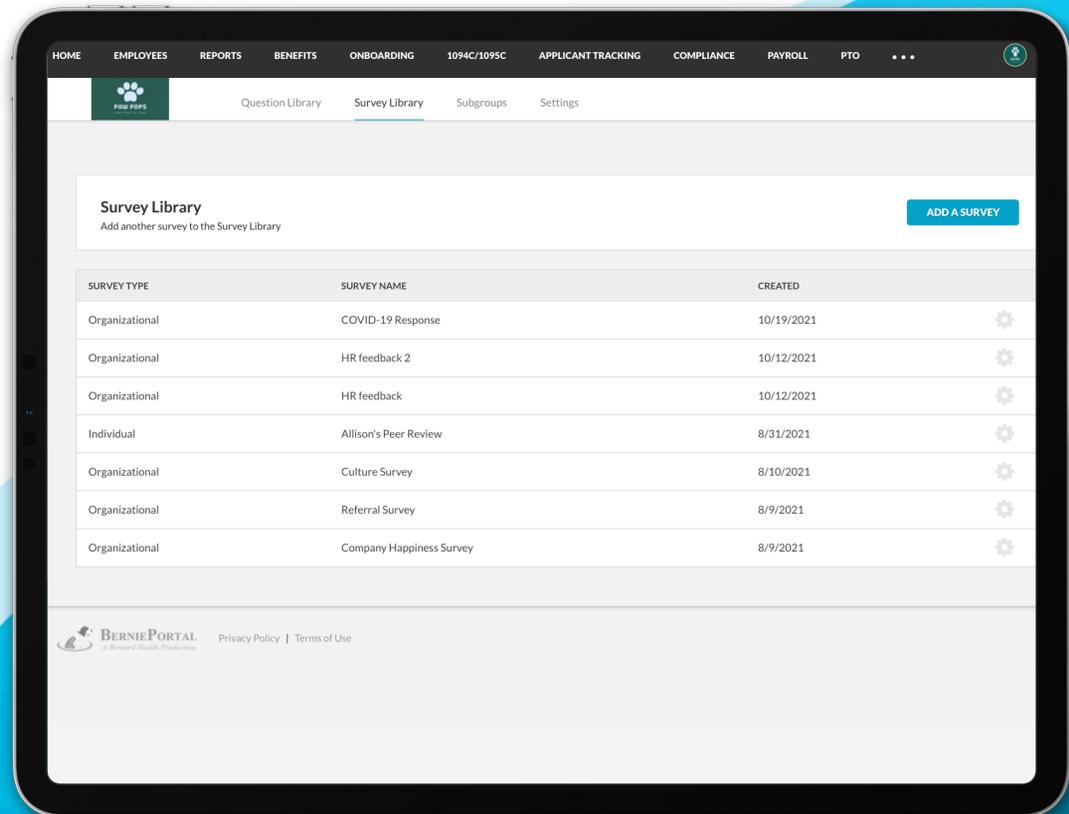




BerniePortal Performance Management

Cultivate a positive company culture with regular 1:1s and surveys





What is a 1:1?

A 1:1 is a regularly scheduled meeting that managers hold with each of their direct reports, ideally weekly, to provide an ongoing outlet for open communication and dialogue on the full scope of an employee's responsibilities, successes, and concerns.



Why are 1:1s important?

1:1s provide the opportunity for continuous feedback, coaching, and growth-centric conversations, not to mention their benefit from a compliance standpoint. Weekly 1:1s allow for increased visibility and accountability for managers and employees alike.



What are Surveys?

BerniePortal Performance feature, Surveys, makes it easier for leadership teams to keep a pulse on culture with individual and organizational surveys.

BerniePortal Performance Management allows HR to:



Promote employee development



Document and track meetings



Nurture relationships



Keep a Pulse on Company Culture

Performance Management Key Features Include:

- ✓ **Manage 1:1s** 4
- ✓ **Document and track** 4
- ✓ **Customize Permissions** 5
- ✓ **Build Relationships** 5
- ✓ **Keep a Pulse on Company Culture** 6
- ✓ **Save Time** 6

Manage 1:1s

BerniePortal Performance Management allows you to manage 1:1 agendas, summaries, and back and forth messaging in one central hub. Increase clarity around job performance and goals, and easily track employee progress.

Jenny New Hire
February 17, 2020 - 10:20 AM

Hi Manager. My 1:1 agenda is below:

1. Need to review notes from last weeks meeting.
2. Plan for our next 1:1 meeting

Do you have anything to add?

Jenny

Jenny's Manager
February 17, 2020 - 10:23 AM

Hi Jenny!

Hi Jenny,! Tanks for your agenda. I have one additional items to add:

1. Discuss your goals including:
 - Where do you see yourself in the next year?
 - What can I do to help you succeed in your career?

Manager

Jenny New Hire
February 17, 2020 - 10:26 AM

Hi Manager,

Thanks for a great 1:1 today! Below is a recap from our discussions:

1. We reviewed last week's notes and determined next steps for me to take.
2. In the next year I see myself taking on more responsibilities.
3. As my manager, I would appreciate more feedback with projects.

- Jenny

Jenny's Manager...

Format - Font - Size - **B** *I* U abc

Thanks for a great recap, Jenny!

-Manager

body

SEND

HOME BENEFIT/NNEL FILE PTO PERFORMANCE

Bark & Park 1:1

My 1:1

My Team's 1:1s

Other 1:1s

REPORT	LAST MESSAGE
Levon Helm	
Jimmy Buffett	
Jenny New Hire	Jenny New Hire on 2/17/2020
Joan Baez	

Document and Track

Ensure compliance and accountability with real-time documentation of conversations between employees and managers.

Add a Viewer

Choose a Viewer

Mick Jagger

The Viewer will be able to see 1:1s For

+ ADD AN EMPLOYEE



Helm, Levon



Mitchell, Joni



Santana, Carlos

SAVE CHANGES

CANCEL CHANGES

Customize Permissions

BerniePortal makes it easy to grant customized viewership permissions and easily transfer message threads to other members of your organization.

Performance

+ ADD AN EMPLOYEE

Name:

SEARCH

Performance Subgroups

Admin for:

All subgroups

All Employees

Other

Segment subgroups

Admin for:

All subgroups

All Employees

Hourly Employees

Data Visibility

Can view:

Salaries

SSNs

BONUS Feature: Build Relationships

Create strong relationships between managers and employees, and cultivate a positive company culture with transparency at all levels of the organization.

Keep a Pulse

Build relationships and cultivate a positive culture with yes or no, 1-10 scale, or written response organizational surveys. Surveys are completely customizable and can be sent to individual employees, company wide, or 360 degree peer reviews.

Culture Survey

1. How happy are you in your current role? 1, being not happy at all and 10, being extremely happy. *

0

Please elaborate on your response.

2. Would you refer someone to work at our company? *

Yes No

Please elaborate on your response.

SUBMIT **CANCEL**

Question Library

Add another question to the Question Library **ADD A QUESTION**

QUESTION TYPE	RESPONSE TYPE	QUESTION	CREATED	
Organizational	Yes/No	Do you feel the company provides adequate opportunities for career growth and professional development within the organization?	11/29/2021	⚙️
Organizational	Yes/No	Do you feel you are set up for success working remotely? If no, please tell us below what we could provide to help.	10/19/2021	⚙️
Organizational	Rating	On a scale of 1-10, how well do you think Paw Pops communicated COVID-19 updates to the company? 1, being horribly communicated. 10, being communication was exceptional.	10/19/2021	⚙️
Organizational	Rating	On a scale of 1-10, how comfortable do you feel communicating with HR?	10/12/2021	⚙️
Organizational	Text	What are 3 things you think HR could do to improve company morale?	10/12/2021	⚙️
Organizational	Rating	On a scale of 1-10, how supported do you feel by the organization? 1, not supported at all. 10, extremely supported.	10/12/2021	⚙️

Save Time

The Question Library allows HR to store past survey questions to reuse them on a periodic basis, and save time.



Ensure high-quality feedback and improvement
with BerniePortal Performance Management.

**Ready to learn more?
See a tour of the BerniePortal Performance
Management feature today:**

SEE TOUR