

AN EFFICIENT ARRANGEMENT: HOW EDIBLE ARRANGEMENTS® MANAGES EMPLOYEE PERFORMANCE



The Customer

Edible Arrangements® was built on an entrepreneurial history and spirit. While the company had an edge when it came to entering the market with a needed, innovative idea, it was lacking an efficient talent management process for all levels of the organization.

Edible Arrangements® had worked with other performance management tools in the past, but it wasn't until ClearCompany was implemented his team found synergy with a HR Technology that worked.

Eric Daigle, Corporate Director of HR, describes the steps taken using the ClearCompany platform to build a connection to efficiency and strategy in Edible Arrangements® performance management and turn their company into a performance powerhouse.



Eric Daigle
Corporate Director, Human Resources at Edible Arrangements®

The Challenge

"Our performance management process was very disjointed, linear and one-size-fits-all."

We only offered one general template of 20 core competencies for all employees from exempt, non-exempt manager and non-manager. With only one template, evaluations were a lengthy, inefficient waste of time for a majority of our employees. There was some administrative efficiency with two separate annual performance reviews based on job performance.

We used self-appraisals followed by manager insight to establish goals and watch them cascade through the organization. The process, however, was manual with HR coordinators receiving documents via excel spreadsheets.

The ClearCompany Solution

ClearCompany's Performance Management System allows teams to quickly organize and analyze data by cycle, score and any other metric their company should need. Craig used the real-time 9-box grid reporting and visual score distribution to easily track overall ratings, view merit increases and automate performance documents.

The result was data-backed performance assessments that decreased subjectivity and recency bias in appraisals all while easing internal resources. [Discover ClearCompany's Performance Management System.](#)

The Discovery

"Eliminating administrative burden allows for you to spend more time on the quality of discussion."

From an HR perspective and from someone who has used at least 3-4 other talent acquisition programs and performance management tools, ClearCompany is by far the most intuitive system I've used in my career. That includes those systems that are considered the "cadillac" of the programs.

The End Solution

The auto-generation of a 9 box allows leaders to look at the organization holistically, especially in larger organizations. ClearCompany helped our team to identify top talent without a calibration meeting at each level. Our team was able to automate processes that were inefficient and dysfunctional.

The Results

The technology saved each employee 3 to 4 hours of time, eliminating administrative burden and allowing more time on the quality of discussion in communications and appraisals. Succession planning and reporting became more objective.

Why ClearCompany?

"Automation and actual data reduces recency bias and subjectivity in the performance process."

Nothing was clunky at all. Far superior to any ATS or Performance Solution I've ever used. I was very surprised at how easy it was to set up a cycle and performance reviews. The ability to make changes to the process was quick and easy.

And it's just as simple for your team! [Learn more about how ClearCompany can help you!](#)

The ClearCompany Response

ClearCompany helped Eric and his team improve the efficiency and communication in their performance management process and take away hours of pointless administrative work. Their story of saving time and headaches while creating a better performance culture was music to our ears. Our service team made sure the platform is simple and intuitive for every user on the Edible Arrangements® team.



Sylvie Woolf
Director of Client Service,
ClearCompany