

Transforming Performance Management

With SAP SuccessFactors Continuous Performance Management

Many organizations are struggling with how to make their traditional performance management process more meaningful and relevant in today's quickly-changing environment. Frustrations with existing processes are common. Complaints include: The performance review takes too much time, is demotivating, doesn't encourage dialogue, does not differentiate or improve performance, and provides little value. While these complaints are common, they are indicators of a flawed process. A thoughtful implementation of SAP SuccessFactors' Continuous Performance Management (CPM) module can help address these issues.

3D Results' approach to connecting performance to what matters ensures that your implementation of CPM achieves the ongoing conversations you desire, and also delivers the results for the business.

The secret to an effective ongoing performance management process is not just about configuring the Continuous Performance Management module. That's important for enabling the process, but not enough. We consider these **four keys** as critical to organizational adoption and success.

-  1 Define how you want the performance management process to work and why
-  2 Align the process with your leadership brand, culture, business, and talent strategies
-  3 Configure the CPM module to enable the process
-  4 Equip leaders and employees to deploy and adopt the process

Creating Your Performance Advantage

Our expertise in shaping an ongoing performance management process that fits your organization's talent mindset and culture, combined with SAP SuccessFactors' CPM module, can transform your annual review. We can help make it easier to collect information, enable frequent feedback, conversations, and coaching, and ultimately improve performance.

With the 3D Results **Performance Advantage** solution we help you:

- Understand the Talent Mindset of key stakeholder groups
- Integrate your talent philosophy into your leadership brand
- Identify cultural enablers and barriers
- Define your vision for ongoing performance management
- Ensure your vision and process are aligned to your talent and business strategies
- Design your desired processes and translate the design into CPM module configuration requirements
- Ensure your design and configuration is integrated with the rest of your SAP SuccessFactors system
- Accelerate end-user adoption

The 3D Results Performance Advantage

- Expertise in business process design for a CPM solution
- Deep understanding of the role that strategy, talent mindset and culture play in alignment, readiness, and success
- Ability to link business process design to configuration recommendations
- "Out of the box" toolkit to fast-track end-user adoption
- Additional strategic consulting and custom training solutions are also available

To learn how we can help you achieve your Performance Advantage with SAP SuccessFactors Continuous Performance Management, contact your 3D Results representative.

ABOUT 3D RESULTS

3D Results® provides consulting and data science as a service for SAP SuccessFactors and IBM Kenexa HCM suites. Our Process on Purpose® methodology ensures a successful implementation while connecting data and aligning systems with talent strategy. Our experienced, practitioner professionals offer a consultative style that delivers Results on Purpose®.



847.582.4252

www.3DResults.com • Info@3DResults.com

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