



How to Maximize Workforce Growth with Integrated Performance Management and Learning

Top performers and strong leaders aren't born, they're made. Their skills and competencies are developed through a performance evaluation process that not only provides frequent feedback but also provides relevant training to develop their potential.

Discover how leveraging performance reviews and learning empowers you to:



Boost engagement + productivity

Offering training demonstrates to employees that their company is investing in their professional growth. More training leads to more engaged employees, and engaged employees out-perform the competition by 202%.¹ Implementing performance and learning also leads to an unmistakable bottom line impact: work units in the top 25% of engaged employees out-performed the bottom quartile by 10% on customer ratings, 22% in profitability, and 21% in productivity.²



Increase career mobility

Career mobility drives engagement and productivity by empowering employees to climb up their current career ladder, or find a different path that better suits their goals, skills, and passion. Foster a culture of mobility by offering the training needed for employees to thrive in their new roles. In a success profile, BNP Paribas offered

information about internal career mobility to 80% of employees, which led to a 40% increase in movement around the organization.³ The takeaway? When people know about internal mobility opportunities, they'll work with managers to align their own career development goals with the company's overall business needs.



Better manage compliance training

Staying compliant isn't cheap, but the cost of being found non-compliant is a bottom line expense that most growing companies can't absorb: fines not related to core business operations can cost over \$177,000.⁴



Drive millennial recruitment

Millennials yearn for feedback and growth opportunities: 62% feel "blindsided" by infrequent performance reviews and 74% are "in the dark" about how their managers view their performance.⁵ Further, a "lack of career opportunities" is the #3 reason for Millennial attrition.⁶ The alarming numbers lead to an obvious conclusion: *you can successfully recruit younger employees by highlighting and leveraging your company's performance and learning-based growth opportunities.*

By investing in integrated performance management and learning, companies can develop talent internally, reduce the time and budget spent on recruiting, and help avoid long term vacancies, which are a financial albatross that slow down productivity. Millennials are highly skilled, passionate, and tech savvy, but they want their abilities to be recognized and developed into something greater. In one study, Millennials reported the opportunity to learn and grow is not just "extremely important," but is actually the top factor in what they look for when applying for a job.⁷

To learn more about strategies for building a powerhouse workforce, visit us at smb.cornerstoneondemand.com

1 <http://www.dalecarnegie.com/employee-engagement/>

2 <http://www.gallup.com/businessjournal/163130/employee-engagement-drives-growth.aspx>

3 <http://www.bnpparibas.com/en/responsible-bank/our-corporate-social-responsibility/social-responsibility/recruitment-mobility-and->

4 <http://quickbooks.intuit.com/hr-laws-and-regulation/the-dangers-of-non-compliance-for-your-business/>

5 <http://www.fastcompany.com/3052988/the-future-of-work/heres-what-millennials-want-from-their-performance-reviews>

6 <http://millennialbranding.com/2013/cost-millennial-retention-study/>

7 Millennials place a greater emphasis on opportunities to learn and grow and opportunities for advancement"-
<https://hbr.org/2016/05/what-millennials-want-from-a-new-job>

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