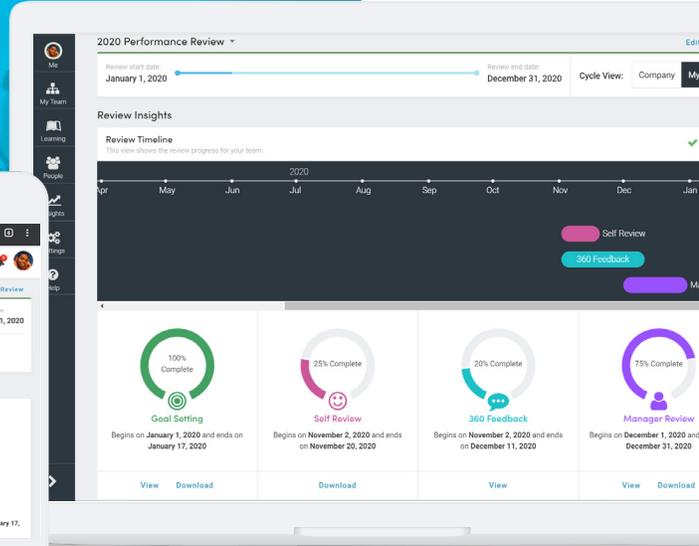
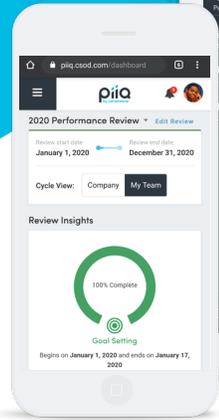


# Performance



## Simplify Performance Reviews, Inspire Continuous Feedback. Develop Your People.

### Make Smarter Decisions

Comprehensive dashboards, reports, and graphs (analytics), including 9-box talent matrix, allow you to easily slice and dice data. Uncover hidden training needs, skill gaps, top performers, and costly employees to make smarter business decisions that impact the bottom line.

Performance management is essential for talent development. Your business relies on your employees to be engaged, productive, and constantly improving. Yet reviews are often a painful experience for your entire company. There is little guidance for managers on how to coach and develop their employees, and HR often has to chase paper-based reviews. At the speed of business today, companies risk disengaging and potentially losing their top performers without a performance review strategy that is automated, effective, and continuous.

PiiQ Performance by Cornerstone is visually engaging, easy to use, and seamless to set up. Built specifically to meet the performance needs of small & medium businesses, PiiQ not only simplifies and automates performance reviews, it also gives managers practical tips and tricks ranging from how to navigate difficult conversations to developing their employees to their full potential. With robust performance features, you can capture performance/ 1:1 conversations outside of the formal review, easily assess employees on your mobile device, and also request 360 feedback to gain a comprehensive view of your team's performance. Combined with PiiQ Learning, you have an automated, continuous performance and learning solution that helps managers and employees easily identify needs, develop skills, and grow talent for higher productivity and revenue.

### Encourage Continuous Feedback

PiiQ Performance supports continual collaboration between managers and employees, enabling managers to acknowledge achievements and course correct any time, while also fostering ongoing dialogue on employee development.

### Quick Set Up

Getting up and running doesn't get any easier. Admins can self-configure PiiQ Performance to align with their business processes — say goodbye to costly implementations. Plus, reach high adoption across your company with our intuitive, engaging design.



# Support continuous performance management to keep your employees engaged, making it much easier to achieve goals.

## Empower your managers & employees

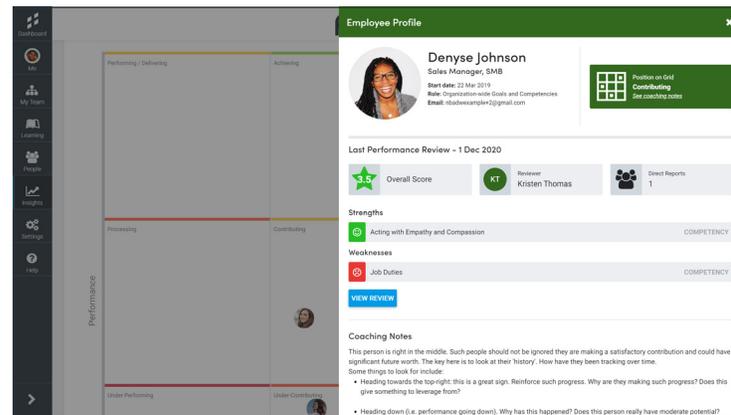
- Collaborative goal setting – employee or manager driven
- Self-review and manager review
- 360 feedback for holistic input
- Modify goal weighting
- Continuous feedback with PiiQ Check-ins feature for more actionable discussions (e.g. goals, performance, development)
- Flexibility to make edits to live review cycle

## Actionable Insights

- Simple reporting with completion tracking, scores and goal detail
- Slice and dice performance data to make strategic decisions
- 9-box talent matrix for comprehensive input and review comparisons

## Easy to adopt and use anywhere

- Anytime, anywhere access from mobile devices
- Intuitive task-based dashboard for each user role
- Admins can mimic users to troubleshoot individual user issues



## Get up and running fast

- Self-configure with step-by-step guidance
- Quickly import or add employees
- Comprehensive competency library
- Set up automated email alerts to help drive product usage and task completion
- Brand your portal and modify to align with your business processes
- Define corporate goals and align employee goals

## Help When You Need It

- Industry best practices and thought leadership available
- Support specialists readily available to provide help with product questions
- Dedicated account manager to ensure world-class experience using PiiQ
- Expert HR consulting services available for purchase
- Help Center with how to help articles and video tutorials to drive user adoption



RSM Alliance and Firm Foundation member firms have access to a wealth of expertise, relationships and resources to help you achieve your professional goals – including member-only discount for PiiQ.

Please contact [cornerstonesmb@csod.com](mailto:cornerstonesmb@csod.com) or **888-365-2763** to secure your 15% discount off PiiQ.



Cornerstone is committed to helping small to medium-sized businesses develop an engaged workforce to drive higher performance and revenue. [smb.csod/piiq](http://smb.csod/piiq)

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