



How to Choose the Right Performance Management Software for Remote Workplaces

The 2019 Novel Coronavirus, popularized as Covid-19, has transformed the nature of work. While the workplace has been experiencing a digital revolution for some time, the Covid pandemic has catalyzed a new era of remote work.

As digitization of the workplace continues to evolve, so should the solutions that connect and enable our employees.



Organizations have rapidly adjusted to remote work environments, but employees feel a high level of anxiety surrounding the changes to their organizations and jobs.




A recent [survey conducted by Engagedly](#) of 260 employees across multiple organizations



High-performing remote work environments create systems that extend the central location of work beyond the conventional office, enabling people to connect and collaborate through technology.

For organizations with more than 50 employees, a performance management tool is needed to connect, manage, and engage employees.

Yet not all performance management software are created the same. With so many options available, let's take a look at the critical features to consider when choosing a performance management system.



Why Traditional Performance Management Systems May not Work in the New Normal

In recent years, companies have begun moving away from traditional performance management systems — with good reason.

Not only are traditional performance management processes like annual reviews time-intensive, they are also often inefficient. When employees receive feedback once a year and own static goals, they can become demotivated and disincentivized to go above and beyond.

Limited Employee Centricity

Traditional performance management systems focus on gathering inputs and measurements to guide talent planning and development decisions.

These traditional systems neglect the opportunity to engage employees and build a positive employee experience, which is especially important in a remote work environment.

Progressive solutions place the employee at the forefront of design. It is imperative to provide a system that employees enjoy and find value in using.

Low Frequency Engagement

Traditional performance management systems do not support a frequent and consistent approach to driving performance in a remote work environment where these are required.

These systems are not conducive to proper goal alignment and role clarity.

Progressive solutions enable feedback in a more consistent and effective way to ensure team members have role clarity, are properly aligned and working towards a common goal.



Selecting a Performance Management Software for the Remote Work Environment



Experts believe [the new remote work environment](#) is here to stay.

Consider these critical components as you assess your current performance management tools, or potential solutions for your organization and employees.

Promote Collaboration

Work today is increasingly dynamic, and as such, requires ongoing communication and collaboration.

The right performance management system should enable employees to converse on their objectives, receive feedback, and course correct in real time. This creates an environment where managers and employees can quickly share ideas and remain agile.

Provide Real-time Feedback

Without the proximity to quickly walk over and give feedback in this new environment of work, systems for performance management should include a tool to give real time feedback.

Such tools allow people to have continued conversations and direction, so that the work and behaviors can remain consistent with the team's objectives.

Manage Goal Tracking and Alignment

Clear and effective goals are essential to ensuring that a team is working towards common objectives and outcomes.

Having goals and OKR capabilities as part of the performance management system allows organizations to set their objectives and provide transparency to employees. To enable employees to remain engaged and work towards company goals, these tools should include features to:

- Track individual goal progress
- Update progress on the goals
- Align goals and objectives to overall organizational goals

Establish Cadence for Ongoing Check-Ins

One of the best techniques to actively engage employees and align objectives is to have ongoing check-ins within teams. Without a process to regularly check in, teams may become misaligned and inefficiencies can creep in.

However, ongoing conversations on a weekly basis between the leads and their team members provides visibility and feedback.

A performance management tool that incorporates ongoing check-in allows managers to create a consistent and repeatable process, while collecting data on employee progress.

As a result, employees engage on a regular basis, and there is a track record of employee development when it comes time for performance reviews.

Deliver Actionable Dashboards for Management

Management dashboards can be essential to aligning business objectives to performance.

A robust dashboard can provide insight into the state of strategy execution by providing visibility to:

- Identify top performers
- Understand how individuals are meeting or falling short of their goals
- Pinpoint gaps in talent and performance
- Prioritize skills and talent to hiring for or developing in employees

An effective performance management platform should provide an actionable management dashboard and enable leaders to take steps to optimize their workforce.

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Agile Performance Processes

Different teams have different needs. In many organizations, teams are not only remote but across different time zones and different work environments.

An effective performance management system should provide flexibility to change processes as the business imperatives change. An ideal performance management system should provide the agility to adjust as needed when the business needs change.

Drive Recognition

In normal business environments, [employees don't feel they get the recognition](#) they deserve. In a remote environment, the lack of regular interaction and recognition is compounded and can lead to discontent and disengaged employees.

If ongoing, companies see adverse impacts in performance and business objectives.

An effective performance management system should have capabilities for recognizing employees' contributions through awards, badges, or public praise. With these mechanisms in place, employees can feel rewarded and recognized, and team leaders can access employee feedback history in a centralized location.

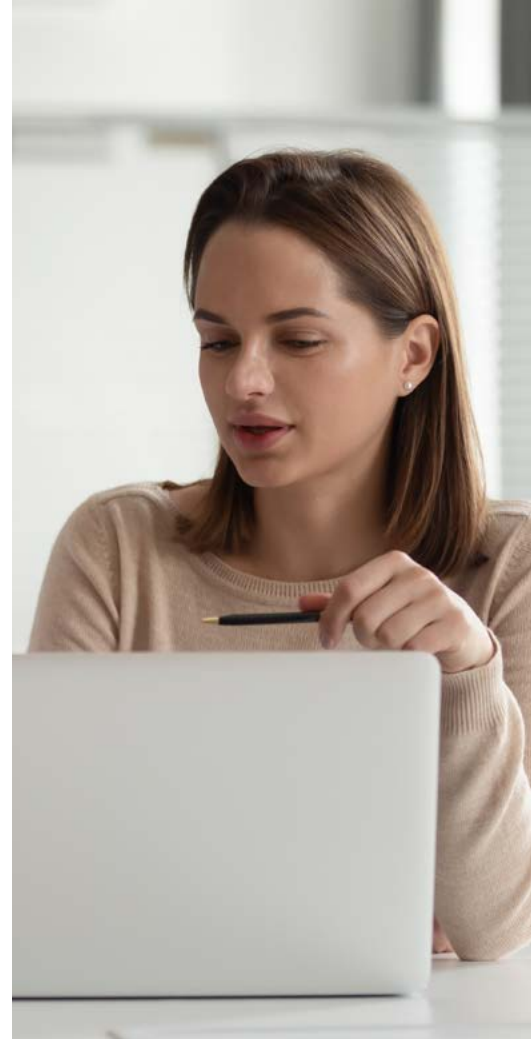
Support Employee Development & Learning

There is a direct positive correlation between employee performance and development. Yet one of the biggest challenges remote teams face is sustaining effective learning and development.

Without in-person training to bolster learning and development efforts, organizations need to consider digital methods as additional support.

An effective performance management system should include tools to enable learning through content sharing and management.

With tools like Learning Management Systems included in performance management, organizations can more easily create a continuous development culture remotely.



Pulse-Check Teams & Organization

One of the most important drivers of high performance teams is high levels of engagement.

Effective performance management systems should include ways for organizations to get a pulse of employee sentiment. With a survey feature, companies can quickly gather insight and support support and enable their people.

Conclusion

As the need to effectively manage remote teams becomes more pressing, so does the need for comprehensive tools to enable success.

Companies such as Experian, Emids, and Rite-Aid have leveraged the Engagedly Performance Management System to create performance management processes that fit their unique organizational structures.

**Ready to use a performance management
system that works for you?**

LET'S TALK



About Engagedly

People are at the heart of an organization's success. That's why Engagedly builds powerful, people-centric softwares so companies can align, motivate, and engage employees and create better workplaces.

Today, Engagedly offers best-in-class performance management, employee engagement, learning and development, and mentoring software.

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