



HR Management
Software



Payroll full
Automation



Empowering Talent.

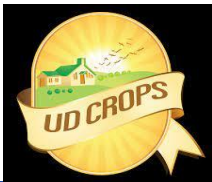
13 **70+**
countries companies

13 countries around the world,
serving 70+ companies.





Performly
Talent





ORASCOM
DEVELOPMENT



Performly

Performly is a full HR Management cloud based solution,
Performly established in 2015 as subsidiary of A15 group (Previously known as Orascom Telecom Ventures)

Our HR system went through long history from its launching date in Orascom Telecom Venture as inhouse solution 14 years ago since the formal establishment of Performly in 2015 to share our accumulative HR knowledge and long users experience enhancements with the HR leaders around the glob
So Performly stablished its main operation is in Cairo Egypt with physical presence in the USA and the GCC

Our aim is transforming Outdated Performance Management Practices to New Engaging and Ongoing Processes. Performly transforms organizations' human capital to a highly engaged & productive Talents while ensuring Alignment with organizational Vision, mission & Values. Our cloud based products focus on Performance Driven culture, HR Self-service workflows, Payroll & Internal communication along Organizations.



Customer Success Story

Orascom Development Holding (ODH) is a leading developer of fully integrated destinations, including hotels, residential units and leisure facilities such as golf courses, marinas and supporting infrastructure. ODH offers a diverse portfolio of worldwide destinations covering Egypt, the United Arab Emirates (UAE), Oman, Morocco, Montenegro, Switzerland and the United Kingdom. The group operates a total of 35 hotels with 8,016 rooms and controls approximately 100.3 million sqm of land.

Performly was able to create a professional Performance Management implementation where it supports the latest trends like OKRs, instant feedback and 360 reviews. With more than 2K employees across the regions, Performly was able to provide a high functionality solution with instant reporting, through a high availability, security and performance cloud based environment hosted on Microsoft Azure. Also it provide a full system functionality through web and mobile App.

Performly also provided integrated features like Task Management that can be linked to the Objectives to provide full support to achieve KPIs and Competencies.

TESTIMONIALS

“Performly is a different in a way that all users are engaged and looking forward to use it, the user friendly and modern interface makes it easy to use the app along with the multiple integrated features specially Task Management.”

Nermine Faltas

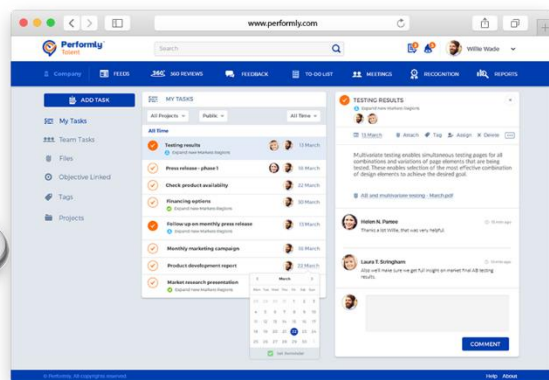
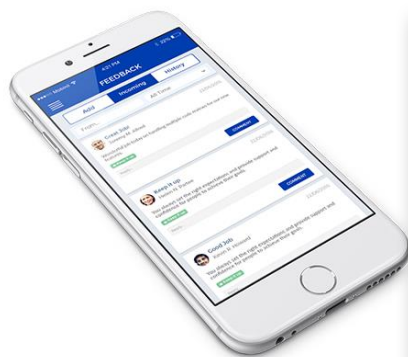
Human Resources Director - Orascom Development





Performly™ Talent

Empowering Talent.



Performly
Talent



feedback



performance



target



growth

Why the transformation & digitization of Performance management is crucial?



The way we work
has changed.

Employees
expect more
regular feedback.



Employees expect more regular feedback



feedback

“We all need people who will give us feedback. That's how we improve”
Bill Gates, Microsoft



**Promotions,
raises and new
roles are expected
to be data-driven.**





your web-based and mobile
app solution to transform
your workplace productivity
and engagement for the
digital age.

A screenshot of the Performly Talent web application interface. The top navigation bar is blue with the Performly Talent logo, a search bar, and user profile information for Willie Wade. Below the navigation bar, there's a sidebar with a user profile and a list of menu items: Objectives (40%), Competencies (60%), Development Plan, and Job Description. The main content area is titled "OBJECTIVES - Q1" and contains a table of objectives. The table has columns for Objective, Progress, Weight, and Due Date. The objectives listed are: "Beat our Q4 financial targets" (40% progress, High weight, Due March), "Achieve > 70,000 \$ in product revenue" (60,000 / 70,000 \$), "Hire a VP of Finance & Operations" (On-track), "Implement a cloud-based financials software solution" (Off-track), "Conduct financial research" (Done), "Expand new markets regions" (55% progress, High weight, Due April), "Grow our team" (20% progress, High weight, Due May), and "Improve employee engagement" (80% progress, High weight, Due August). Each objective has a list of tasks with their own progress status. On the right side, there's a calendar for January and a "CREATE TASK" form with fields for Task Title, Description, Assign, Link to objective, Due Date, and Privacy. Below the form, there's a list of tasks with their due dates and status: "Test Results" (11 May, On-track), "Financing Options" (15 May, On-track), "Press Release" (17 May, On-track), and "Advertising Campaign" (20 May, On-track). The footer of the page contains the copyright notice "© Performly. All copyrights reserved." and links for "Help" and "About".



Objectives

OBJECTIVES

Q1

+ ADD OBJECTIVE

Objective	Progress	Weight	Due Date	
<div><div>\$</div><div>Beat our Q4 financial targets</div></div>	<div><div></div></div> 40%	High	March	<div><div></div><div></div><div></div></div>
<div><div><div></div></div><div>Achieve > 70,000 \$ In product revenue Jeremy M. Allred</div></div>				<div><div></div><div>Check In</div><div>60,000 / 70,000 \$</div></div>
<div><div><div></div></div><div>Hire a VP of Finance & Operations Helen N. Partee</div></div>				<div><div></div><div>Check In</div><div>On-Track</div></div>

OKR

Set specific, measurable, and time-bound goals and OKRs (objective and key results) in just a few simple clicks.



Send & Receive feedback on Objectives.



Smartly Cascade objective through “Shared Objectives” assigning



Check-in & update progress in real-time for better organizational alignment.



Performly
Talent

**We transform
Performance
Management from
A once or twice
event to an ongoing
process.**



Performly
Talent

We help manage
your performance
management with
less time, money and
manpower.



Goals & Competencies

Use technology to prompt and document your business profile.

The screenshot displays the Performly Talent dashboard interface. At the top, there is a navigation bar with the Performly Talent logo, a search bar, and user information for Jesse V. Woods. Below the navigation bar, the dashboard is divided into several sections:

- ACTIVITY FEED:** A vertical timeline of recent activities. Recent entries include:
 - Helen N. Partee: Checked in for her objectives. (15 min ago)
 - Laura T. Stringham: Recognized Helen for Team work. (30 min ago)
 - Helen N. Partee: Sent Laura a Feedback. (30 min ago)
 - Jeremy M. Allred: Requested feedback from Helen. (15 min ago)
 - Kevin R. Howard: Assigned a new task for Laura. (15 min ago)
 - Laura T. Stringham: Just had 1 on 1 with Kevin. (30 min ago)
 - Helen N. Partee: Added new objective to Jeremy. (15 min ago)
 - Jeremy M. Allred: Just had 1 on 1 with Helen. (30 min ago)
- TEAM TO-DO LIST:** A list of tasks assigned to team members. Tasks include:
 - Kevin R. Howard: Check product availability, Test Results, Press Release, Advertising Campaign Meeting, Financing Options.
 - Laura T. Stringham: Get Help with Ordering Problems.
- OBJECTIVES STATUS:** A section showing progress bars for various objectives:
 - Achieve Job Targets: 50%
 - Quality of Deliverables: 15%
 - Customer Satisfaction: 40%
 - Personal Development Goal: 70%
- Task Creation Sidebar:** A panel on the right for creating new tasks. It includes a calendar for January, a "Task Title" field, a "Description" field, an "Assign" dropdown, a "Link to objective" dropdown, "Due Date" and "Private" checkboxes, a "CREATE TASK" button, and a list of recent tasks with status indicators (e.g., Test Results, Financing Options, Press Release, Advertising Campaign).

At the bottom of the dashboard, there is a footer with the copyright notice "© Performly, All copyrights reserved." and links for "Help" and "About".

Competencies

Defined competencies where you can send & receive feedback on and pull them directly into performance & later to development plan.

COMPETENCIES			
CORE	JOB FAMILY	LEADERSHIP	TECHNICAL
<div>● Initiative</div> <div>Definition</div> <div>Behaviour</div> <div>Dealing with situations and issues proactively and persistently, seizing opportunities that arise.</div> <div><ul style="list-style-type: none">- Identifies and acts on issues and problems in own area of responsibility instead of waiting or hoping the problem will solve itself.- Tries varied approaches and solutions to resolve a problem.- Persists when marked difficulties arise.</div>			
<div>● Project Monitoring, Control and Risk Management</div>			

Development Plan

DEVELOPMENT PLAN 2016 ▾ + ADD NEW PLAN				
Type	Item	Method	Due Date	Priority
Competency Development	Communication	E-Learning	February	High ✓
Competency Development	Communication	Coaching By HR	March	High ✕ ✎ ✓

Create performance-driven development plans for individuals out of competency gaps & inserted Manual.

Job Description



Have your account with your role at your organization with clear Job description.

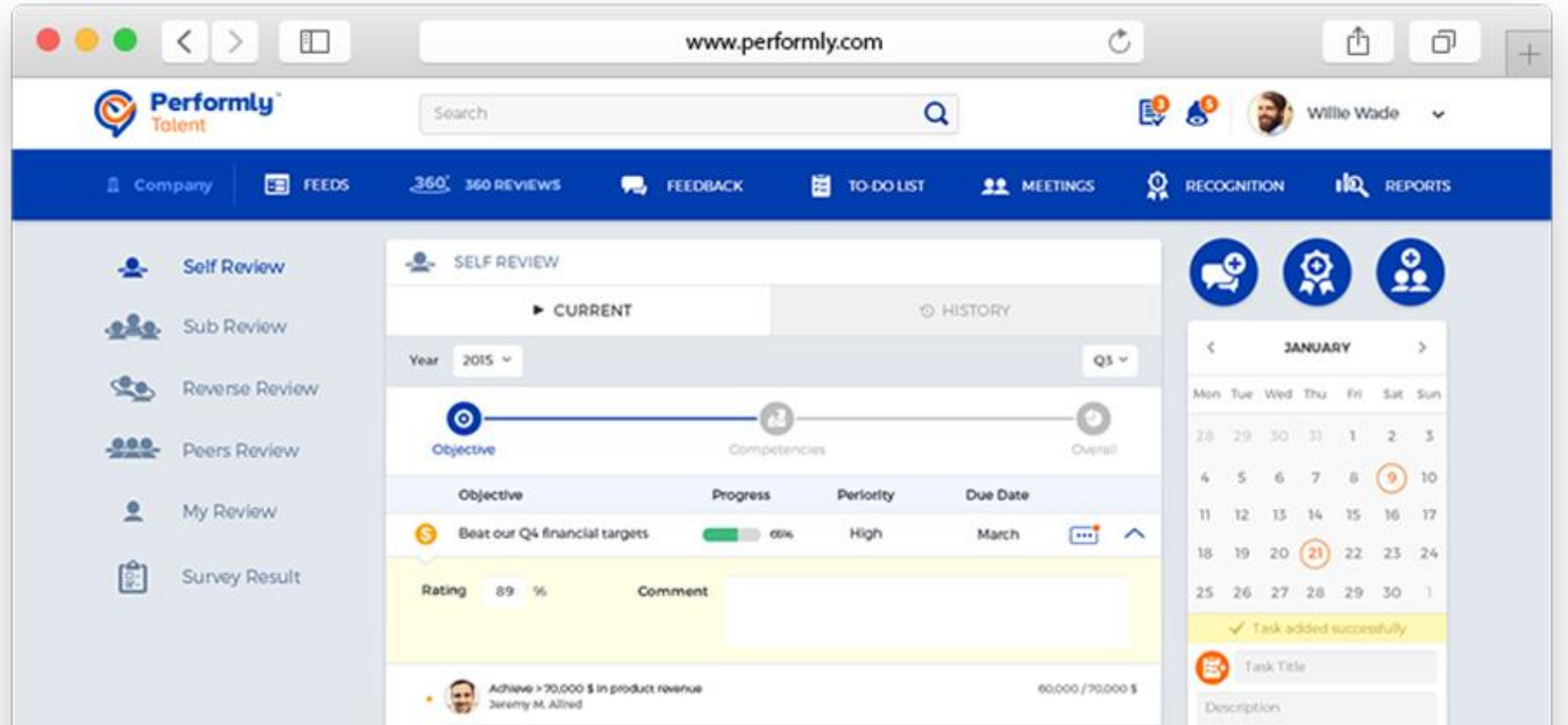
The screenshot displays the Performly Talent web application. The browser address bar shows www.performly.com. The user is logged in as Willie Wade, General Manager. The left sidebar shows the user's profile and a list of items: Objectives (70%), Competencies (30%), Development Plan, Job Description (selected), and Team. The main content area is titled "JOB DESCRIPTION" and lists six categories with their respective tasks:

- 1 Training**
 - Set the training policies and procedures and continually review it
 - Discuss the needs assessment with the HR Business partners and set the Training plan accordingly
 - Review the quarter training calendar prepared by the Learning and Development Specialist and ensure its implementation
 - Manage the attendance reports and analysis
 - Handle budget approvals & payments
- 2 Management and Executive Programs**
 - Prepare the management and the executive programs upon the supervision of the VP for operations and Human Capital by Planning the whole program, managing the deal with the provider, program branding, conducting orientation session to attendees, approvals & payments handling
- 3 Extended Studies Program**
 - Prepare the extended studies program proposal by studying similar policies in other companies, and define its policy accordingly, coordinate the program and get the required approvals
- 4 Budget**
 - Handle the training budget for all subsidiaries, by conducting reviews & managing all approvals with budget team, then setting the proposal by the end of the year to be approved by the VP for operations and Human Capital.
- 5 On boarding Program**
 - Plan an organizational on boarding program as well as coordinate with each HR Business partner the subsidiaries' regarding technical induction (annual)
- 6 Performance Management**

On the right side, there is a calendar for September 2017 with the 1st highlighted. Below the calendar are icons for Meeting, Task, and Multi, and a form to add a new task with fields for "Task Title" and "Description".

360 Review & Surveys

Reviews from anyone
and anytime for better
high performance
culture and full
calibration.



create 360 surveys with
your own content
and rating, Get &
compare results along
with overall averages.



Create custom reviews
and appraisals that fit
your organization
performance reviews
cycle & style.



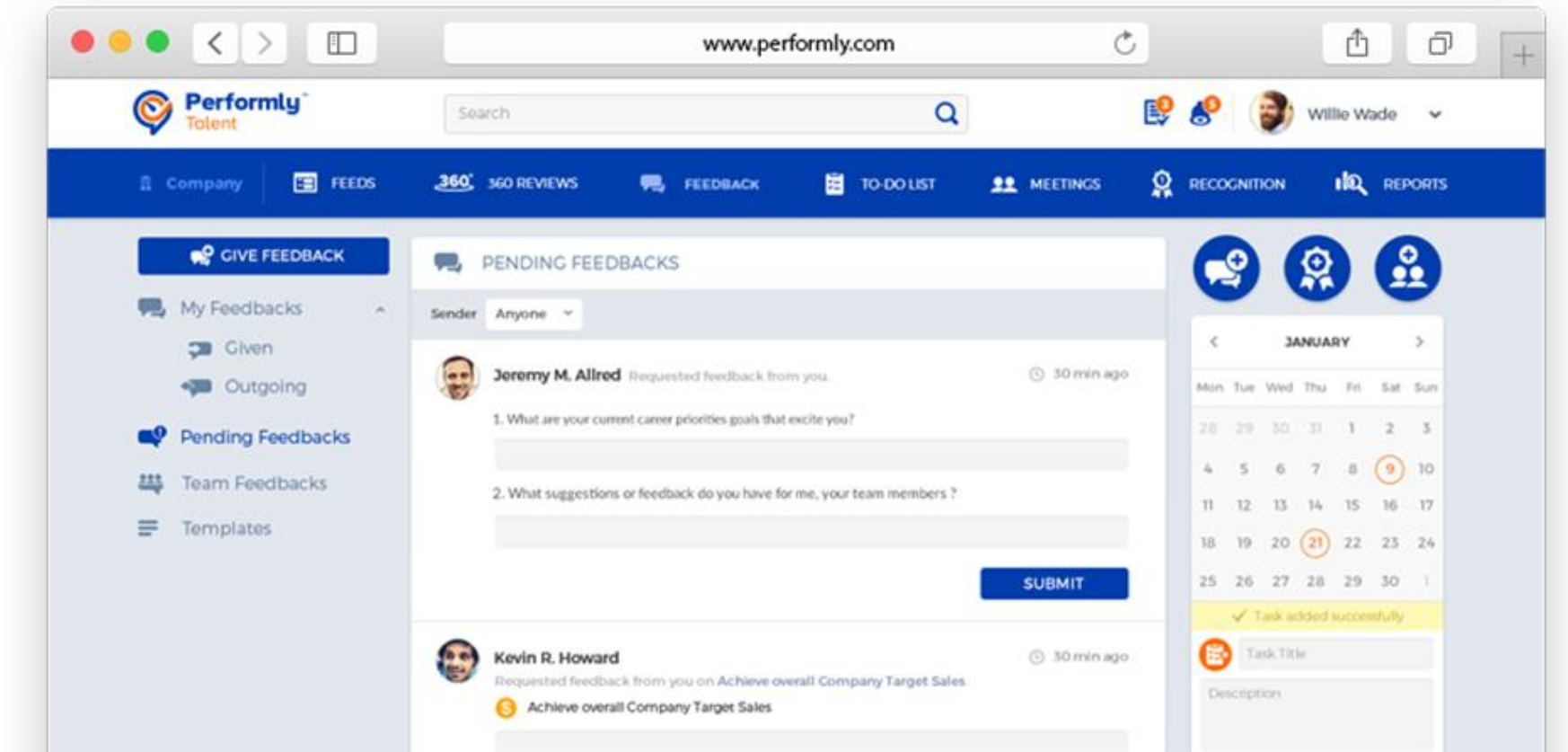
Reviews from Sub, Manager, Peers & self
review on Objectives & Competencies.

Feedback

Shift the emphasis of performance management from a once or twice yearly event to an ongoing conversations and Feedback.



Foster a culture of continuous coaching and feedback to elevate performance.



Foster a culture of continuous coaching and feedback to elevate performance.

Meetings

Have 1on1's CHECK-IN'S meetings with ready Templates attached to discuss objectives progress and feedback.



Set meetings with your team integrated with your calendar.



Check in Meeting and write all the meeting points and save them for later reference.



Link meetings to specific objectives along with attached files.

SET A MEETING

Meeting Title

Participants

Janet Welch

+

Link to Objective

Achieve overall Company Target

Location

Date

Time

Duration

15 minutes

Attachment

Attach File

Market Reasearch Rep.pdf

Questions

Template 1

Manual

1. What do you think went well this year?

2. What do you think I should do differently next year?

3. What could I do to improve my rating in this area next year?

4. How could I be more helpful to other people on the team?

SET

MEETING CHECK-IN

25 March 2016 Meeting Room

Discussing Q1 Performance Review

Achieve overall Company Target Sales

1. What do you think went well this year?

2. What do you think I should do differently next year?

3. What could I do to improve my rating in this area next year?

4. How could I be more helpful to other people on the team?

Attach File

Q1_Reports 2016.pdf

CHECK-IN

To-do List



Create daily tasks for you or your team and get them integrated in your calendar with reminders.



Link tasks to projects or even link to current Objectives.



Have your daily to do checklist in performly and link each task to your current objectives.



Share files in real time along Tasks.

The screenshot shows the Performly Talent web application interface. The top navigation bar includes links for Company, FEEDS, 360° 360 REVIEWS, FEEDBACK, TO-DO LIST (active), MEETINGS, RECOGNITION, and REPORTS. The left sidebar contains a list of navigation items: My Tasks, Team Tasks, Files, Objective Linked, Tags, and Projects. The main content area is titled 'MY TASKS' and shows a list of tasks with checkboxes, titles, and due dates. A calendar pop-up is visible for the month of March. On the right, there is a 'TESTING RESULTS' section with a description of multivariate testing and user comments.

Task	Due Date
Testing results	13 March
Press release - phase 1	18 March
Check product availability	22 March
Financing options	30 March
Follow up on monthly press release	13 March
Monthly marketing campaign	18 March
Product development report	22 March
Market research presentation	22 March

TESTING RESULTS

Expand new Markets Regions

13 March

Attach Tag Assign Delete

Multivariate testing enables simultaneous testing pages for all combinations and variations of page elements that are being tested. These enables selection of the most effective combination of design elements to achieve the desired goal.

AB and multivariate testing - March.pdf

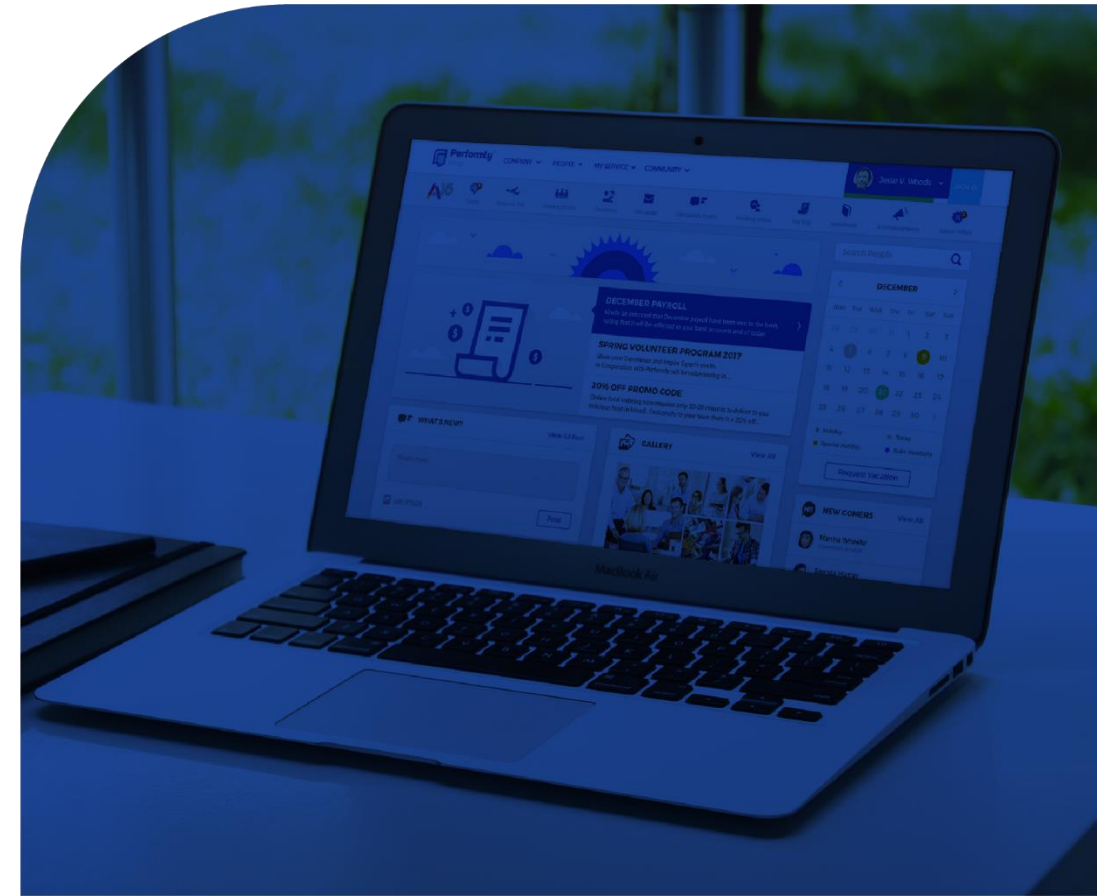
Helen N. Partee
Thanks a lot Willie, that was very helpful.

Laura T. Stringham
Also we'll make sure we get full insight on market final AB testing results.

COMMENT



HR Management Software



Why the transformation and digitization of HR management is crucial?



The way we work
has changed

HR is expected to build and empower workers with an employee self-service portal to serve their ongoing needs



HR is expected to less
focus on tasks that can
be automated and to
focus more on adding
business value



**We help you
build an internal
communication
module.**

**And boost
employee
engagement**



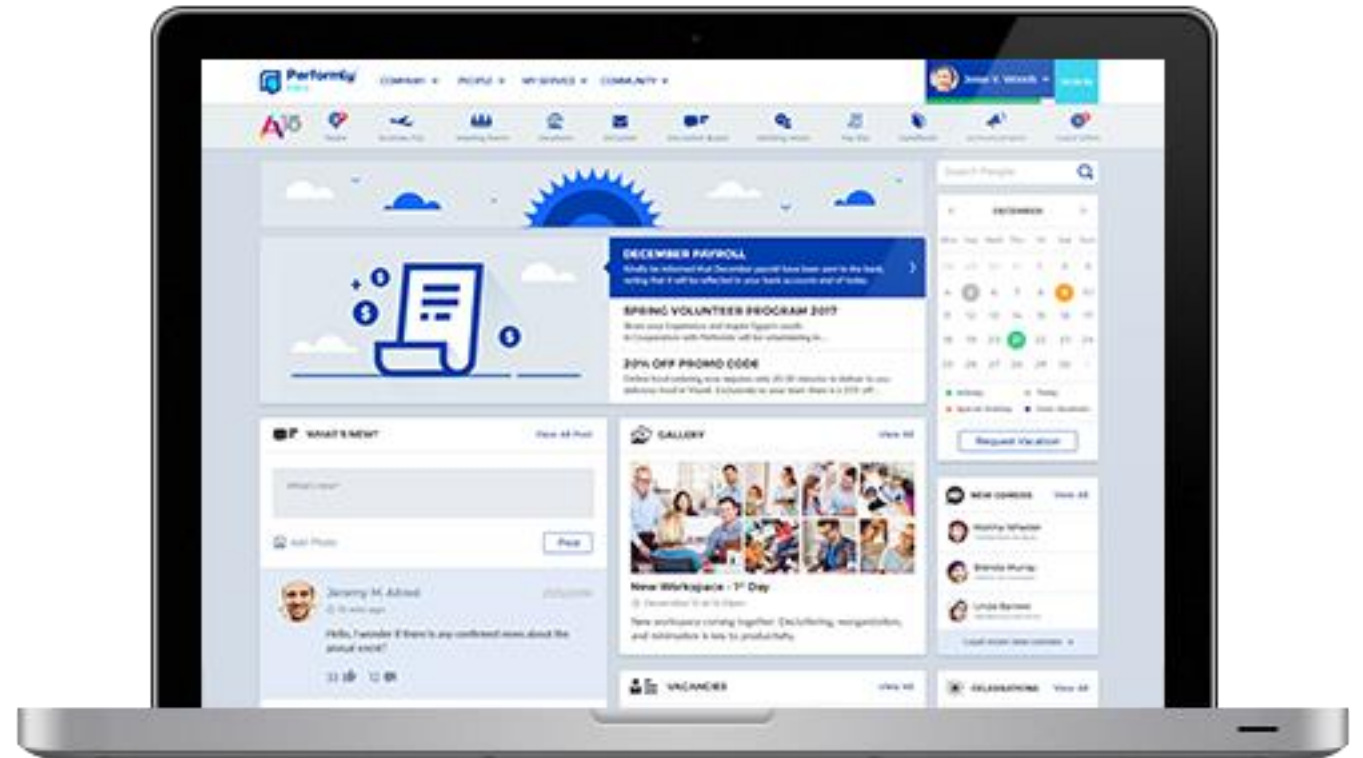
We help enhance
the UX of your HR
management.

And automate all
your HR paper
work





Product Features





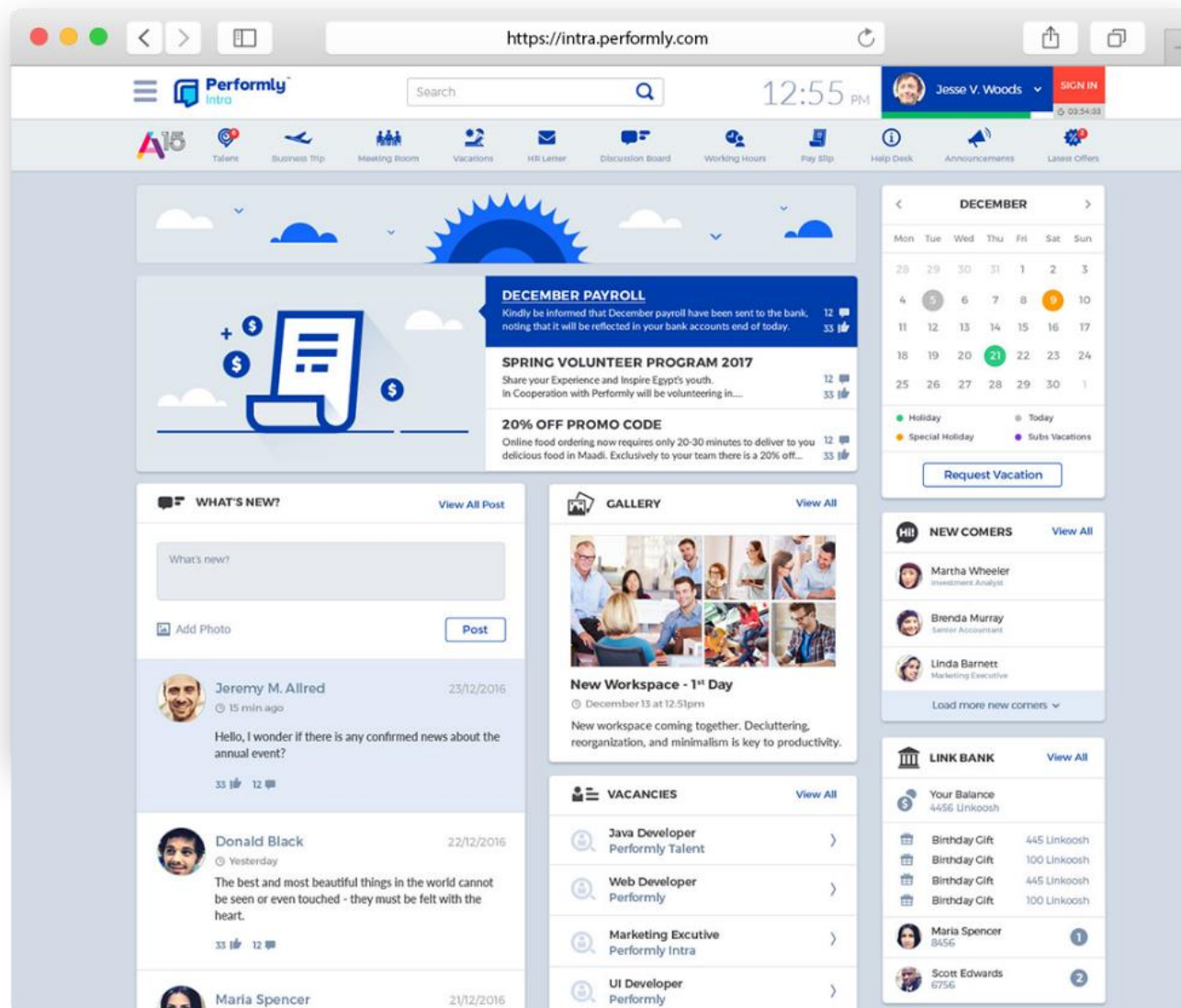
News & Announcements

Keeping company employees informed and up to date will all company news and announcements.



Calendar

company Calendar for viewing company holidays, Events & Vacations



Gallery

Company pictures and Videos are added and organized into different albums and categorized by years



Job Vacancies

Visibility to vacancies in all companies, so that employees can refer or apply to these vacancies

People



HR Services

All HR documents and forms are available in a single location, preventing unnecessary trips to HR or accounting office. filing, requests , approvals and notifications can be handled digitally through your intranet which eliminates unnecessary paper work

Employee Handbook

Employee manual contains information about company policies and procedures for guidance.





Employee Profile

Employee Profile page provides personal, work-related information, tree structure and employee picture.

The screenshot displays the Performly Intra web application interface. The browser address bar shows <https://intra.performly.com>. The top navigation bar includes the Performly Intra logo and dropdown menus for COMPANY, PEOPLE, MY SERVICE, and COMMUNITY. A user profile for Jesse V. Woods is shown in the top right corner with a 'SIGN IN' button. Below the navigation bar is a horizontal menu with icons for various services: Talent, Business Trip, Meeting Room, Vacations, HR Letter, Discussion Board, Working Hours, Pay Slip, Handbook, Announcements, and Latest Offers.

The main content area is titled 'MY PROFILE' and is divided into two tabs: 'TEAM' and 'JOB DESCRIPTION'. The 'TEAM' tab is active, displaying an organizational chart. At the top of the chart is Maria Spencer, CEO. Below her are seven direct reports, all labeled 'Maria Spencer CEO'. The fourth person in this row is Jesse V. Woods, General Manager. Below Jesse V. Woods are three direct reports: Maria Spencer Title, Jesse V. Woods General Manager, and Maria Spencer Title.

The left sidebar shows the user's profile for Jesse V. Woods, General Manager, with a 'Go' button. Below the profile is a 'My Tasks' section with a notification icon and the number 4. Further down are links for 'Performly \Jesse.woods', 'jvwoods@performly.com', 'Performly', 'Phone Ext: 1335', and '5 February 1988'. The footer of the page contains the copyright notice '© Performly. All copyrights reserved.' and links for 'Help' and 'About'.

Employee Services



Attendance

Attendance and leave module to keep track of employees attendance behavior & patterns day-to-day.

A screenshot of the Performly Intra web application interface. The top navigation bar includes the Performly Intra logo, company, people, my service, and community dropdowns. A user profile for Jesse V. Woods is shown with a 'SIGN IN' button. Below the navigation bar is a row of icons for various services: Talent, Business Trip, Meeting Room, Vacations, HR Letter, Useful Info, Training, Pay Slip, Handbook, Food Court, and Latest Offers. The main content area is titled 'MY WORKING HOURS' and shows a summary for the period from 01/Feb/2017 to 28/Feb/2017. It displays 'Remaining Hours: 02:05:00', '22 Tuesday March 2017', 'Extra Hours: 3 Hours', 'Late Days: 2 Days', 'Worked Hours: 127 Hours', and 'Required Hours: 124 Hours'. A large green progress bar indicates 98% completion. Below this is a table with columns: Date, Day, SignIn Time, SignOut Time, Working Hours, and Comment. The table lists data for various dates in February and March 2017. On the right side of the interface, there is a 'Search People' bar, a calendar for March 2017, and a 'Request Vacation' button. At the bottom right, there is a 'CELEBRATIONS' section with a 'View All' link and a list of employee birthdays and anniversaries.



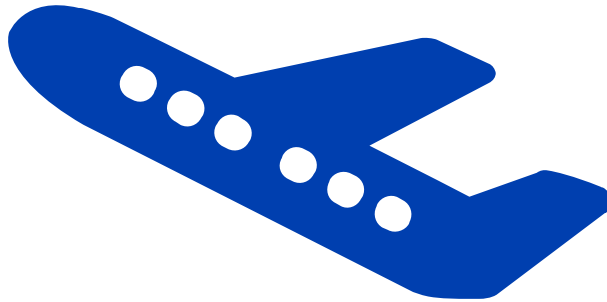
Vacation module used by admins and employees to track how many vacation days they have in their balance.

[illegible]



Recruitment

Recruitment Allows HR to hire new employees (New Hiring, Replacement, and Reallocation) passing through customized workflow.



Business Trips

Efficient system for requesting a business trips and completing all associated processes.

Logistics Services



Meeting Room Bookings

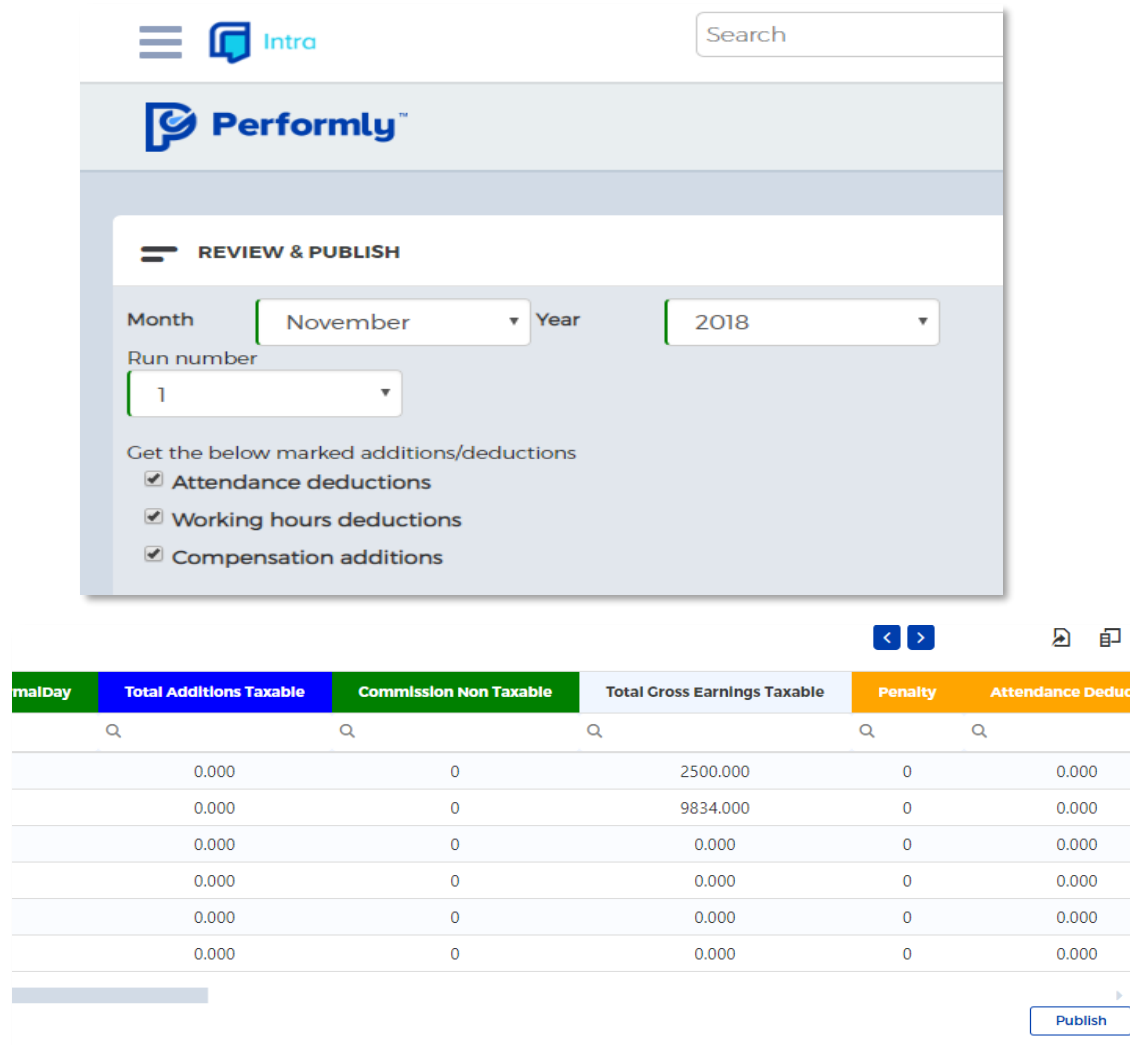
Manage your company meeting room bookings across all offices & locations.



Purchasing Management

Automating purchase request, maintenance, expenses and transportation

- Ready-made Pay-Codes templates to match different polices.
- Customizable Pay-Codes.
- Fully integrated with Intranet modules like compensations, hiring, resignation deductions, attendance deductions...etc.
- Ready-made banks' templates to be uploaded directly into the bank system.
- Monthly multiple payroll run numbers.
- Implementing the JV file to be extracted directly from the system.
- Export your bank file directly from the system.
- Payroll in different currencies within the same run.



The screenshot shows the 'REVIEW & PUBLISH' interface in the Performly Payroll system. At the top, there is a search bar and a 'Performly Intra' logo. The main section is titled 'REVIEW & PUBLISH' and contains several dropdown menus for 'Month' (set to November), 'Year' (set to 2018), and 'Run number' (set to 1). Below these, there is a section titled 'Get the below marked additions/deductions' with three checked checkboxes: 'Attendance deductions', 'Working hours deductions', and 'Compensation additions'. At the bottom, there is a table with six columns: 'mailDay', 'Total Additions Taxable', 'Commission Non Taxable', 'Total Gross Earnings Taxable', 'Penalty', and 'Attendance Deduction'. The table contains six rows of data, all showing 0.000 for the first four columns and 0 for the last two. A 'Publish' button is located at the bottom right of the table.

mailDay	Total Additions Taxable	Commission Non Taxable	Total Gross Earnings Taxable	Penalty	Attendance Deduction
	0.000	0	2500.000	0	0.000
	0.000	0	9834.000	0	0.000
	0.000	0	0.000	0	0.000
	0.000	0	0.000	0	0.000
	0.000	0	0.000	0	0.000
	0.000	0	0.000	0	0.000

Transferring Salaries to Blue Collars through Mobile wallets.



Salaries



Mobile wallet

Partners integrated with:



Added Value Features & After Sales Support



On-going
Consultation
support.



Highly customized
platform according to
organization needs.



Real-time reporting
data management.



24/7 customer
support.



Web-Based & Mobile
app operating IOS
& Android access.



All software
updates.



Thank You

www.Performly.com

