



emPerform is the Corporate Renaissance Group (CRG) on-line talent management solution which includes web-based employee appraisals, 360 multi-rater reviews, succession management, compensation management, employee surveys and reporting.

As a Gold Certified Microsoft Partner, CRG uses Microsoft technologies to create solutions that improve operational and financial performance and increase efficiency. CRG has one single purpose: to drive better management and performance through innovative solutions. Founded in 1989, CRG has been delivering higher performance to public- and private-sector clients, large and small, around the world.

To learn more about emPerform, visit:  
[www.employee-performance.com](http://www.employee-performance.com)



6 Antares Drive, Phase 1, Suite 200 | Ottawa | Ontario | K2E 8A9 | Canada  
t: 613.232.4295 | f: 613.232.7276 | e: [emPerform@crgroup.com](mailto:emPerform@crgroup.com)  
[www.employee-performance.com](http://www.employee-performance.com)



Measuring Performance • Empowering People

On-line Performance Appraisals • 360 Multi-rater Reviews  
Employee Surveys • Succession Planning • Compensation Management

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## unbeatable value... all features are included

Our value proposition is simple:

- no up-sells
- what you see is what you get
- everything is included

In this economy organizations are implementing talent management solutions to build stable workforces and to steer them through tough times. We get that. That's why emPerform comes bundled with all the functionality we describe in this brochure. Focus on developing your workforce, not picking and choosing which talent management modules to buy.



### MICROSOFT TECHNOLOGY

Many Microsoft features and technology have been integrated into emPerform:

- A familiar Microsoft-based user interface
- Active directory single sign-on
- Microsoft Outlook task integration
- .Net code base
- Runs on SQL 2005 or SQL 2008
- User access through Microsoft Internet Explorer

## measure performance

### TALENT MANAGEMENT FOR EVERYONE

Talent management allows companies to maximize the contributions of individuals, ensuring that their employees' skills, competencies and experience are directed towards a common objective.

Organizations that successfully manage their talent have a well-defined, competency-based, performance management solution in place.

## manage performance

### PERFORMANCE APPRAISALS

emPerform is an easy-to-use, flexible appraisal software solution that allows organizations to automate their employee appraisal process. They can use either existing review forms or create new ones. The on-line forms will use evaluation criteria, rating scales and terminology that is familiar to the employee. Managers and employees alike will appreciate the simplicity while providing feedback.

With emPerform, organizations can align goals with business strategy; practice competency-based assessments and behavioral observations; and target learning and development initiatives. With the off-line synchronization capability, employees and managers can complete appraisals while they are outside their organization's network environment. Performance results are readily accessible as emPerform comes loaded with a selection of pre-defined, web-based reports.

### EMPLOYEE SURVEYS

Collecting employee input can benefit organizational development, business planning, policy development, communications and evaluations. eSurvey, which is included with emPerform, makes it easy and affordable to gather feedback and turn insight into action. With no limit to the range of topics that can be covered, eSurvey includes an extensive library of categorized questions and rating scales to help you to create meaningful surveys.

### SUCCESSION PLANNING

The emPerform Talent Matrix integrates both performance measures and potential measures data directly into your employee appraisal process, providing a nine-box views of your internal talent. Your organization will be able to focus on employee skill and competency development and target and track the progress of candidates for promotion. You are able to select the areas of assessment that are important to your organization; such as, competency scores, training history and potential questions. Manager bias is greatly reduced with the use of 360 multi-rater feedback. Like all other features in emPerform, the Talent Matrix is simple, intuitive and easy to use.



### 360 MULTIRATER REVIEWS

A properly executed 360 multi-rater review is an excellent way to modify employee behaviour. Drawing from the observations of supervisors, internal and external customers, and a self-assessment, the emPerform 360 review provides confidential, anonymous feedback. The results are delivered through anonymous reports that highlight strengths, weaknesses and gaps between the self-assessment and peer ratings.-



### COMPENSATION PLANNING

The emPerform compensation planning feature automates compensation decisions by providing a structured and consistent process. Only those people that have authority for making or approving compensation packages have access.

Salary, variable compensation and other adjustments can be correlated against any emPerform-based performance score, including; appraisals, 360 scores or survey results. Once approved, administrators can export the compensation changes for upload to their Human Resources Information System (HRIS), payroll or Enterprise Resource Planning (ERP) solution.

### EMPERFORM FEATURES

- Flexible and configurable appraisals
- Off-line synchronization
- Single sign-on
- User-defined, organization-specific content
- Open workflow, unlimited approvals
- Goal management and goal cascading
- Succession planning
- 360 multi-rater reviews
- On-line employee surveys
- Compensation management
- Multilingual
- Microsoft® Office Outlook® integration
- HR and business system integration
- Comprehensive reporting and analytics

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*"emPerform was the catalyst to get us in line with respect to measuring employee performance. emPerform required department managers to establish true measures based on productivity and measurable objectives...With emPerform, for the FIRST TIME EVER, our reviews were completed on time and they provided the most valuable feedback we have ever received."*

Jennifer B. Floyd

VP Human Resources, Canal Insurance