

NO BELLS OR WHISTLES ALLOWED

During tough economic times, experts recommend companies shift performance and compensation processes to maximize the effectiveness of their talent management technologies. A recent Forrester Research report recommends leveraging performance management systems to enforce frequent reviews, review goal alignment, compensate effectively and generate the necessary analytics. For those firms with no such systems in place, Forrester recommends looking for a quick "software as a service" solution that addresses only those areas.

DURING A DOWNTURN, SHIFT FROM ...

Performance analytics that are unavailable or not used



Goals misaligned with corporate objectives or overly focused on development



Compensation increases loosely based on goal achievement



Infrequent performance reviews



TO ...



Analytics in order and readily visible across organization



Goals squarely aligned and measurable to revenue-generating activities



Compensation for overachievement with significant upside potential for achieving results



Quarterly performance reviews