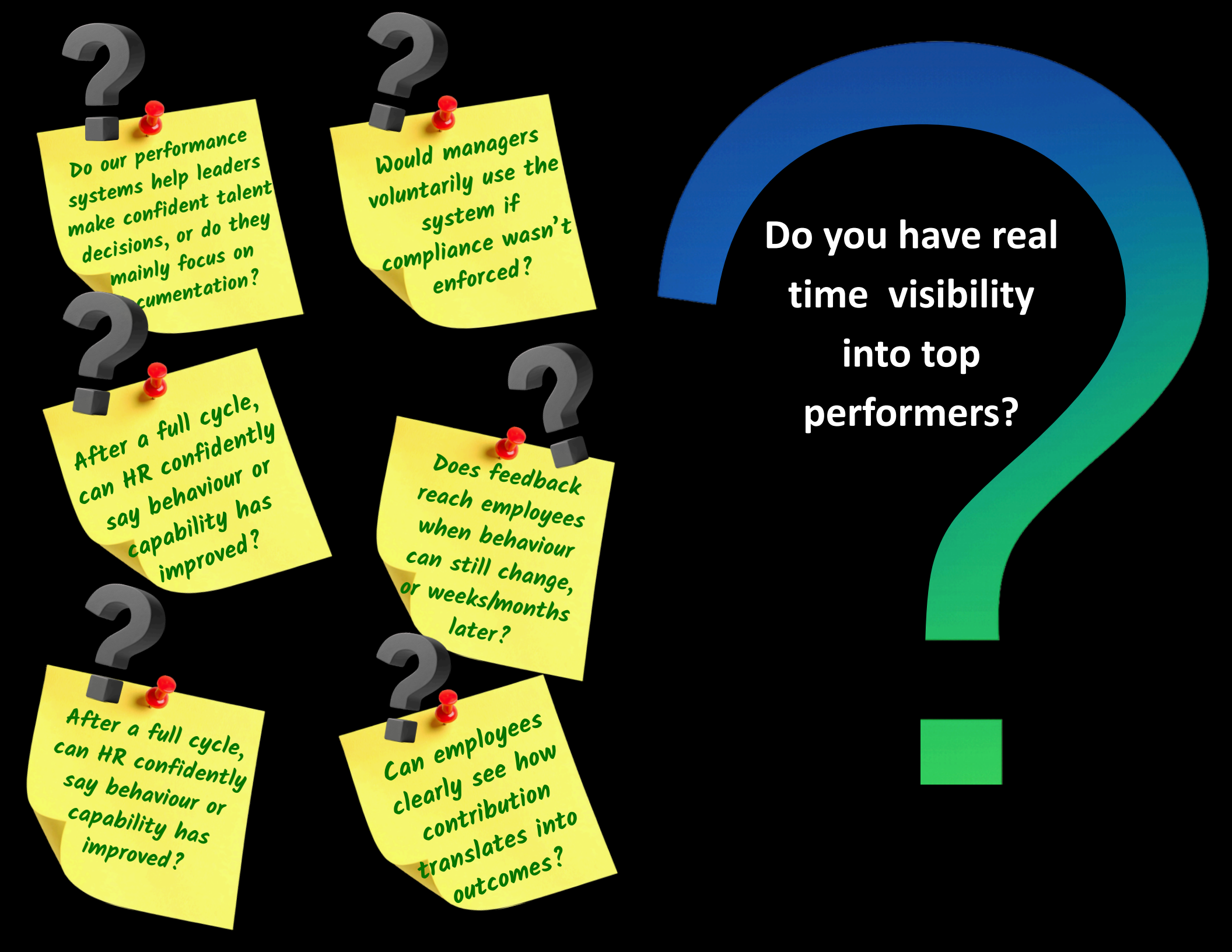
Do our performance systems help leaders make confident talent decisions, or do they mainly focus on cumentation?
Would managers voluntarily use the system if compliance wasn't enforced?
After a full cycle, can HR confidently say behaviour or capability has improved?
Does feedback reach employees when behaviour can still change, or weeks/months later?
After a full cycle, can HR confidently say behaviour or capability has improved?
Can employees clearly see how contribution translates into outcomes?
Do you have real time visibility into top performers?

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What we have today

There are hundreds of brands in the space of HRMS.

90% of the players are end-to-end HRMS platforms with key focus on onboarding, payroll, and compliance – performance and talent is just an add-on.

Extends a host of features for the client to choose, leading to just 50 – 60% usage of the system

Similar workflow/form-based solutions with feedback and check-ins leading to minimal or no impact.

The problem is growing bigger!

Organizations are

- *Structurally fluid and cross-functional*
- *Driven by rapid innovation and deep-tech roles*
- *Interconnected, where an individual's impact pans across teams, geographies, and business processes.*

In such a context, expecting a single manager to evaluate performance holistically is unrealistic—and unfair. Performance is no longer linear, and neither should its measurement be.

The gap we see

No differentiated model to strengthen the process.

Leadership styles continue to significantly impact outcomes, leading to a distorted culture.

Performance evaluation is more of a dissection of the past.

People across levels perceive it to be an unfair and ad hoc process, perceived as a liability or a process overload, being done as a ritual process, and slowly losing its relevance.

A performance management system that's:

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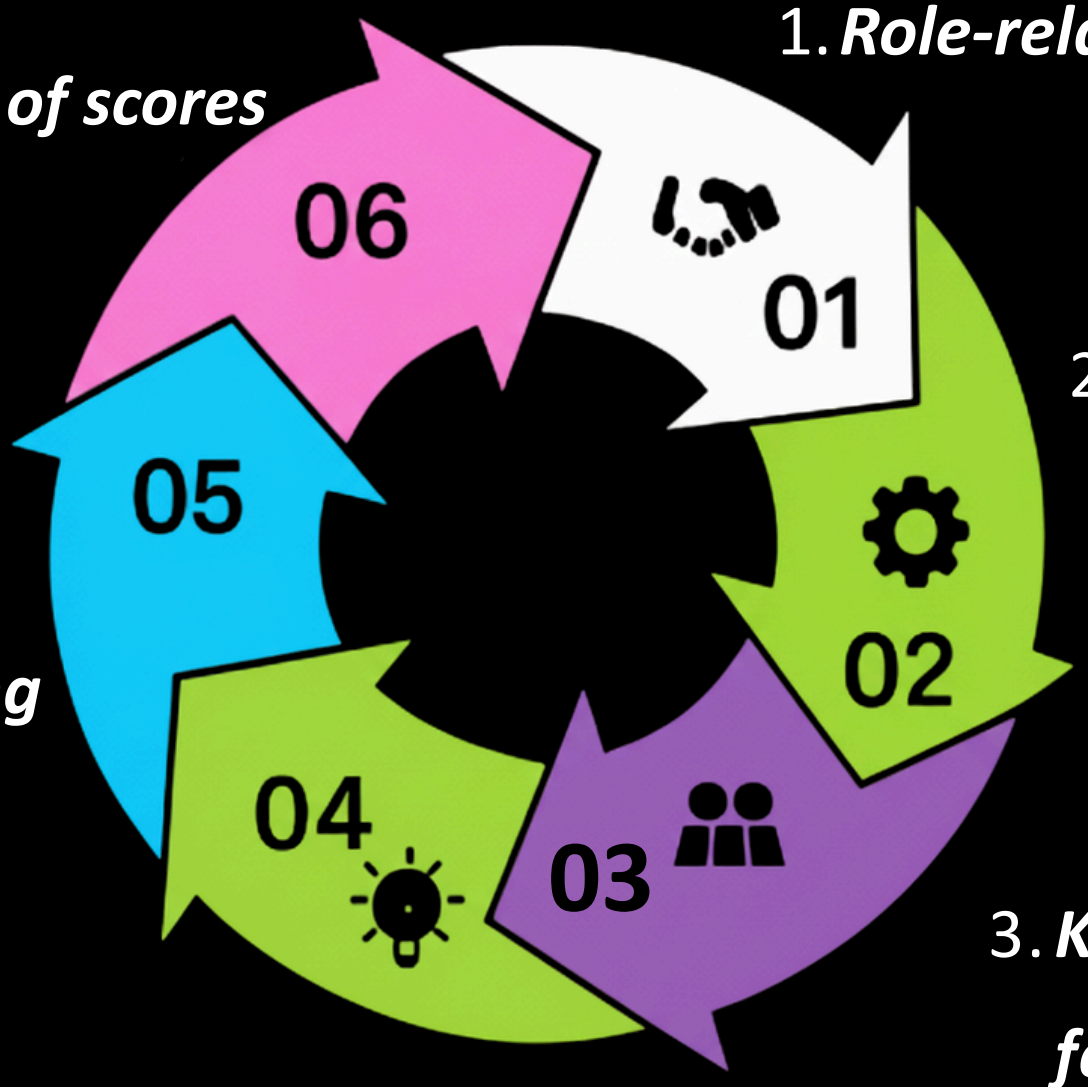
For.. people matter

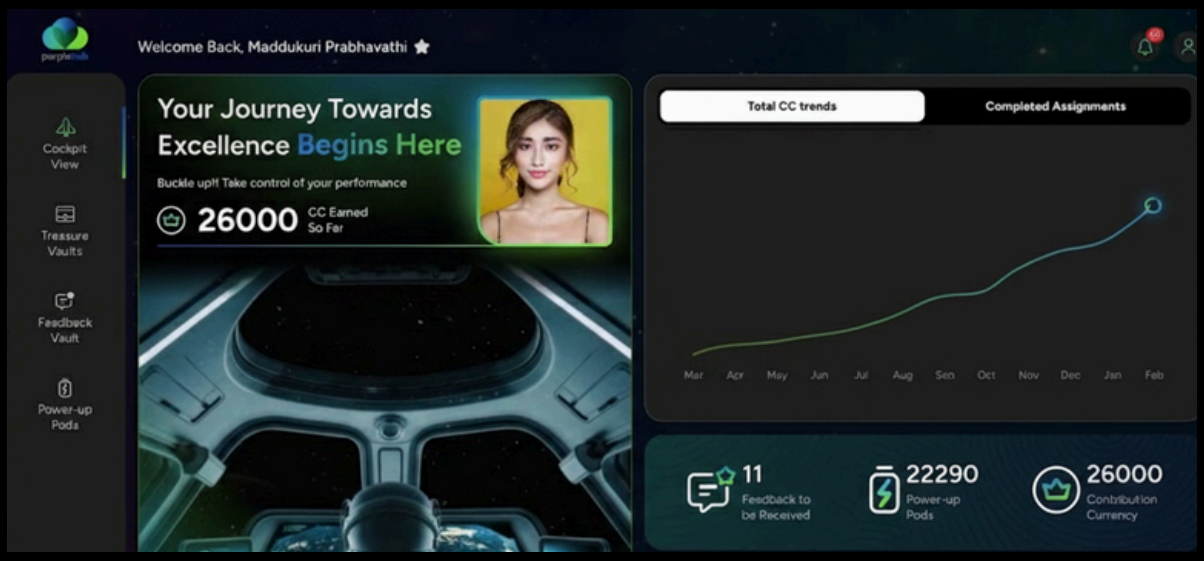
1. Real-time, gamified platform
2. Quantifiable, unbiased, data-driven
3. Dynamic and inclusive
4. Designed to build trust, transparency, and accountability
5. Capable of identifying and nurturing top talent—something that matters most

"HOW DOES IT WORK?"

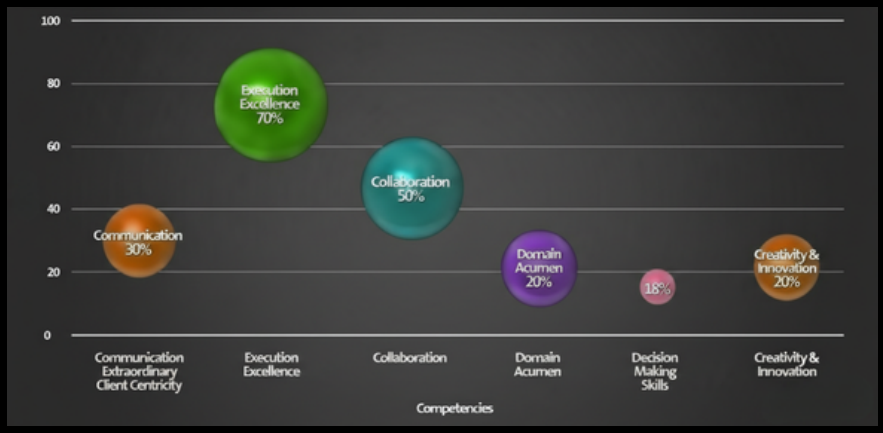


1. ***Role-related tasks***
2. ***Self Check & Seeking inputs***
3. ***Key stakeholders feedback***
4. ***Accumulation of scores***
5. ***Score boarding***
6. ***Consolidation of scores***

Insightful Analytics for Organization



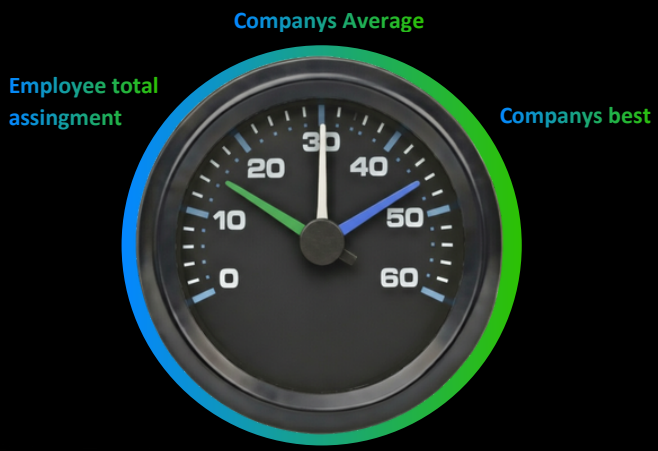
Competency Profile



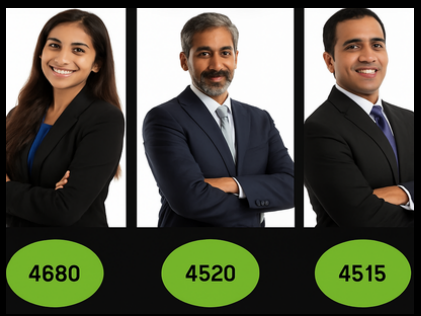
Values Manifested

Assignment completion Velocity

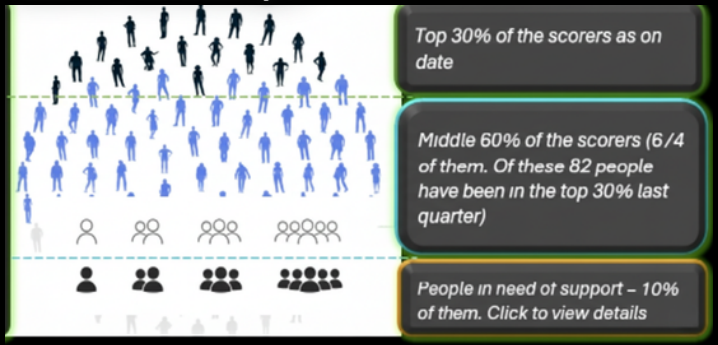
Volume of Assignment



Leaders of High Performing Team



Talent Landscape



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