

Performance Management

Performance management is the ongoing process of setting expectations, monitoring progress, evaluating results, and developing employees to ensure that individual performance aligns with organizational goals. A performance plan lays out training, assignments, evaluations, and check-ins with mentors to help employees meet defined objectives.

With EHS Insight's Performance Management Module, organizations can establish employee goals, create Development Plans, and provide meaningful feedback at the end of evaluation periods. Development plans lay out weekly assignments, assessments, evaluation, and events to keep employees on track with their performance goals. Users can see upcoming responsibilities so they can stay on track.

Managing Safety Through Performance Metrics

EHS Insight helps organizations manage and improve employee performance by using consistent work observations to reinforce safe, compliant, and effective job execution.



Develop and Engage Employees Through Structured Plans

The Performance Management Module helps organizations create structured curriculum plans that guide employees toward established goals, outlining assignments, assessments, events, and evaluations with content attached directly.

- ✔ Guide Employees Toward Established Goals



Assign 360 Feedback Reviews

Coaches can assign evaluations to collect feedback from other employees within the organization. A template can be created to standardize the feedback received. Those assigned to submit feedback will be notified via email and asked to complete the form.

- ✔ Collect Direct Feedback



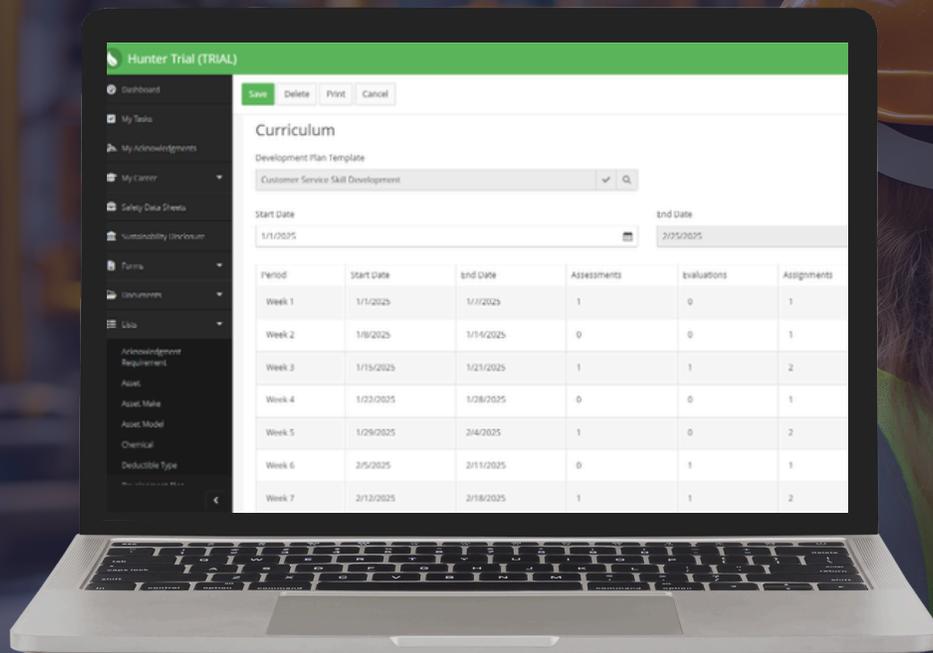
Keep Track of Responsibilities and Completion Status

Employee and Coach dashboards provide visibility into assigned tasks and progress. Employees can view past, current, and upcoming responsibilities, while Coaches track task completion and development plan status across employees.

- ✔ Track Completion Status

Core Capabilities

- ✔ Create development plans for a specified timeframe with weekly, monthly, and quarterly curriculum
- ✔ Create ad hoc plans or develop a template to be used repeatedly
- ✔ Add content such as a hyperlink URL, an attachment file, a document library link, or an embedded video for the employee to use or review
- ✔ Add assignments which require employees to input or attach their response
- ✔ Identify events for employees to participate in
- ✔ Schedule in evaluations to gather feedback from supervisors, peers, or cohorts
- ✔ Develop standardized evaluation templates
- ✔ Assign points for curriculum to track overall progress
- ✔ Employees and supervisors can track progress through Performance Management Dashboards



Use Case

A large healthcare organization is committed to maintaining high standards of patient care and regulatory compliance by fostering a culture of continuous learning and professional development. To achieve this, the company implemented EHS Insight's Performance Management and Training module to develop structured employee development plans. These plans are tailored to each employee's role, identifying specific learning objectives such as improving safety practices, maintaining professional certifications, and staying current with evolving healthcare regulations. For example, nurses and laboratory staff are enrolled in a twelve-week safety and infection control courses, while administrative staff participate in compliance and data privacy training.

With EHS Insight, managers can easily assign required training courses, set due dates, and track completion across departments. Managers also perform mid- and end of course evaluations which are completed on platform. Employees can view their upcoming tasks on their dashboard, while managers gain visibility into workforce competency and training status through centralized dashboards and reports.