

# Lawson® Performance Management

## Aligning employee performance with organizational objectives

Lawson® delivers a comprehensive, documented, and efficient way for organizations to make workforce decisions.

### At-a-Glance

Organizational success is largely dependent on employees having and using the knowledge, skills, and abilities necessary for the organization to achieve its goals. Ensuring alignment and congruency between what employees have to offer and what the organization needs requires good data on employee performance. Unfortunately most organizations struggle with managing employee performance either because of a lack of effective systems or because employees find processes within these systems too cumbersome.

Lawson Performance Management (LPM) can be used by organizations to drive strategies aimed at meeting the performance management needs of the enterprise.

LPM can help an organization:

- Gain insight into the workforce: strengths and opportunities at the individual, workgroup, and job family levels.
- Correlate performance data with enterprise data: supply the CEO with clear, concise data for why some leaders deliver better results than others.
- Leverage this data as input into core HR processes and decision making: succession planning, development, staffing, and reward systems.

### Benefits

- **LPM provides an objective, comprehensive way to measure goal attainment and behaviors that impact performance.**
  - Measures both the 'what' (specific goals) and the 'how' (behavior-related attributes) of performance.
  - Uses research-based performance standards (from Personnel Decisions International) that can help predict individual success and measures this data across an organization.
  - Saves raters time, by using pre-defined behaviors in the appraisal process, avoiding the need to write descriptive text in support of ratings.
- **LPM helps leaders determine how to best invest in and develop their workforce.**
  - Measures the capability of an organization's talent base from high to low performers, based on concrete rules.
  - Provides leaders with objective and actionable data that can be reliably used for compensation, succession management, training and development, and more.
  - Utilizes comparison and detailed individual reports that allow the manager to deliver a rich feedback experience.

performance management

■ **LPM aligns employee performance with organizational results.**

- Delivers performance results that can be linked to critical employee engagement measures and business success.
- Offers metrics and analytics that provide valuable insight into an organization's workforce, identifying those behaviors that impact organizational performance and that can be targeted for further investment.

**Features**

■ **Goal Management**

- Establish and track performance goals and objectives.
- Effectively support compensation, rewards, and career decisions based on employees' completion of goals.

■ **Evaluate Performance**

- Use organization and job-specific performance standards to evaluate employees on knowledge, skills, and abilities necessary for success in their jobs.
- Conduct standard (boss-employee) and multi-rater assessments of employee performance.
- Compare employees in an objective, documented manner and gain a high-level of confidence in making workforce related decisions.

■ **Employee Development**

- Link employees to learning resources to fill gaps in KSAs.
- Focus spending of employee development funds where they have the most impact.

**Contact Lawson®**

For more information about Lawson® Performance Management and Lawson business solutions, visit [www.lawson.com](http://www.lawson.com), or call 800-477-1357 or 651-767-7000 (U.S. and Canada); outside North America, call +44 (0) 1344 360273.

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