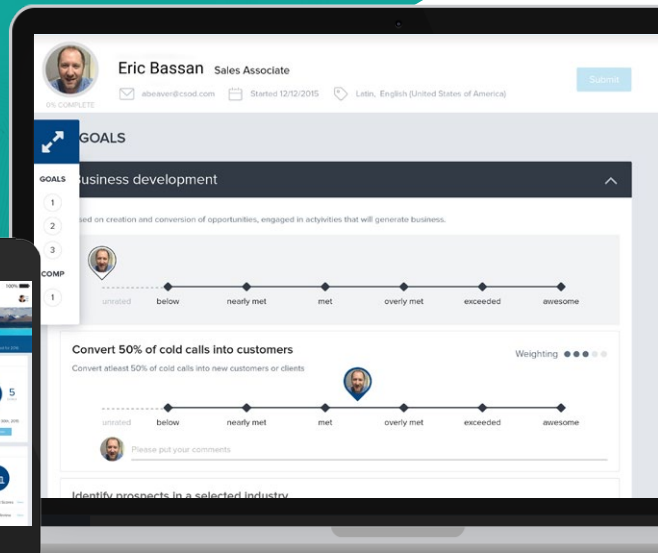
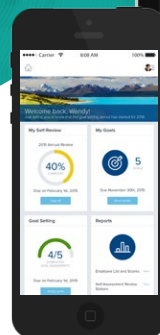


Growth Edition



Let's face it, performance reviews are often a painful experience for your entire organisation. Most managers find the approach to be ineffective, there is little guidance on how to coach and develop their employees, HR often chases down managers and employees to submit their paper-based reviews. At the speed of business today, organisations risk disengaging and potentially losing their top performers without a performance review strategy and effective review automation.

Simplify Performance Reviews. Start Developing Your People.

Cornerstone Growth Edition is visually engaging, easy to use, and seamless to set up. Our solution not only simplifies and automates performance reviews, it also gives managers practical tips and tricks ranging from how to navigate difficult conversations to creating effective development plans. With our powerful analytics, HR and business leaders can transform performance data into deep insights to make strategic decisions that impact the bottom line. Growth Edition takes you from simply performing reviews to realising the potential of your biggest asset – your employees.

Set Up and Use Quickly

Getting up and running doesn't get any easier. Admins can self-configure Growth Edition to align with their business processes in three hours or less – say goodbye to costly implementations. Plus, reach high adoption across your organisation with our intuitive, engaging design.

Develop Your Team

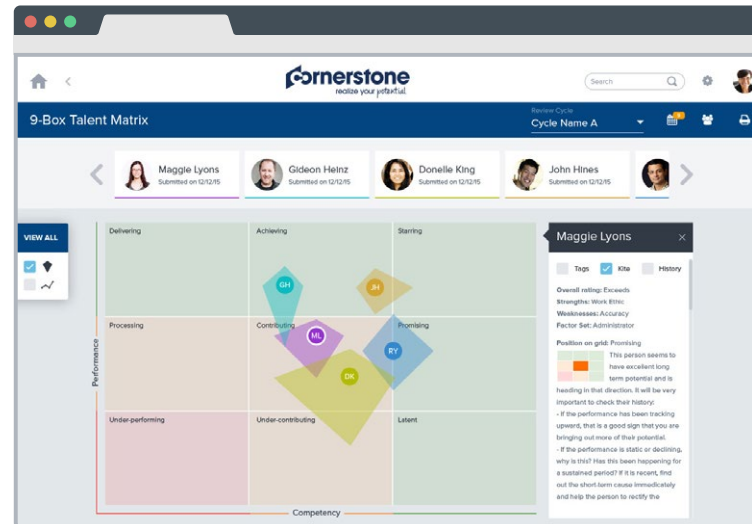
Coach managers to help employees realise their potential. Growth Edition brings Cornerstone's industry expertise on employee engagement best practices to your managers through in-product coaching tips and ongoing management guidance. Increase productivity through aligned, engaged employees.

Make Smarter Decisions

Comprehensive dashboards, reports, and graphs – from our Helicopter View* to the 9-Box Talent Matrix* – allow you to easily slice and dice data. Uncover hidden training needs, skill gaps, top performers, and costly employees to make smarter business decisions and support your succession and compensation planning.



Visual reviews that go beyond automation to realising and developing the potential of your people.



**Coming in 2016*

Mobile & Self-configurable

- Mobile-first UI; available anytime, anywhere
- Intuitive, visual performance management
- Self-configurable & deployable in 3 hours or less
- Customisable to align with your brand and business processes

Coaching & Development

- Best practices and useful guides to improve employee engagement
- Guidance on change management and roll out strategies
- Real-time, in-product coaching tips for managers*
- Personalised development plans and objectives*
- Best-in-class e-learning content with Growth Edition Learning*

Goals & Performance

- Goal setting with role-based goals and competencies
- Comprehensive goal and competency library
- Self-review & manager reviews
- 360-degree reviews & 2nd reviewers*
- Continuous Goals Management*
- Goal Contribution*

Reporting & Insights

- Completion tracking & score reports
- Compliance reporting*
- Calibration reports*
- Succession & compensation planning*
- 9-Box Talent Matrix*
- Helicopter view & advanced reporting*

**Coming in 2016*