



WingSpan

performance

Employee Performance Management Solution to Measure, Align and Grow Talent Within Your Organization

Spread Your Wings With WingSpan®

- Reduce time and money spent on goal setting and alignment, assessments and appraisals.
- Utilize a full-featured and fully integrated solution with multi-rater assessments, succession planning, employee appraisals and career development.
- Achieve 100 percent participation in appraisal, assessment and planning.
- Improve job performance and productivity.
- Reward and retain top performers and identify low performers.
- Get a clear view of employees' goals across the enterprise.
- Increase your ability to adapt to changes in climate and strategic objectives.

Achieving a perfect alignment between corporate strategy and the day-to-day activities of employees is a goal of every forward-looking organization. With all the potential benefits, strategic insight into what is commonly called “your most valuable asset” remains a challenge for almost every company.

SilkRoad's WingSpan is a powerful employee performance management solution that enables you to maximize employee talent within your organization. WingSpan is a completely web-based tool that focuses on ease of use, minimizes training, encourages process completion and offers flexibility to perform tasks from anywhere in the world. WingSpan's market-leading technology ensures employee development plans are aligned with corporate goals, gathers performance data from multi-rater assessments, provides the information for meaningful employee-manager reviews, and allows you to execute on well-crafted succession plans. WingSpan helps customers who seek to gain competitive advantage by facilitating optimum alignment of the workforce with evolving corporate goals. By enabling you to utilize your workforce more effectively and productively, WingSpan helps you turn business strategy into measurable actions.

Flexible, Scalable and Best of Breed

WingSpan was designed from the ground up as an employee performance management (EPM) solution for superior functionality with features that are easy to use by anyone in your organization. WingSpan's modules can operate separately or as an integrated employee performance management solution. Each module alone addresses a key problem facing organizations looking to get the most out of their employee talent. Together, they span the entire range

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of performance management needs and can be used to conduct a comprehensive review that will not only accurately reflect past performance but also help direct future success. You can implement just the modules you need, when you need them, for just the right audience.

SilkRoad understands and speaks the language of talent management:

- Intuitive user interface – so simple that everyone will use it.
- Highly configurable – easily maps to your existing workflow, forms and processes.
- Quick to implement – SilkRoad's industry expertise means you can be up and running quickly.
- Easy to Manage – WingSpan is delivered as a hosted software application (software as a service), meaning there is no hardware or software to install, manage or upgrade. It is available wherever you are as long as you have an Internet connection and a web browser.
- Highest customer service standard – Customer support is cited by existing clients as the #1 differentiator between SilkRoad and other system vendors.

Performance Appraisals

WingSpan facilitates year-end and interim employee reviews, allowing you to achieve 100% participation. All the information created while using WingSpan – goals, assessments, development plans and performance data – is

stored together in a central repository, providing managers with accurate, comprehensive and timely data for employee reviews. A truly meaningful one-on-one meeting with a manager and employee can be achieved to discuss past performance and future development.

Assessments

WingSpan enables you to measure each individual's competencies and skills against professional standards. The entire assessment process, whether for an individual, manager/employee or a multi-rater, assessment can be fully automated. WingSpan also includes rich reporting and data analysis capabilities to support succession planning, job/person matching, career planning and employee training. Also included is the richest set of industry content with over 400 validated competency models, over 2,000 individual competencies and over 10,000 behaviors, allowing you to leverage our content or use it as a basis to create your own.

Performance Planning

WingSpan enables you to cascade corporate goals throughout the organization and ensures that goals created at each level of the organization are aligned with corporate goals. WingSpan provides built-in support for the creation of SMART goals; or the system can be configured to collect the specific goal information you wish to track. Goals can be weighed according to importance, and goal attainment can be scored



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to reflect performance. Managers and employees can interact with the system to negotiate agreement on goal weights and goal scoring; all interactions are captured for future reference. WingSpan continually monitors goal attainment and automatically generates a variety of reports and analysis.

Development Planning

With WingSpan it is easy to create and manage employee development plans. The application includes a robust library of development activities, which can be mapped to your company's specific competencies. You can also import your own development libraries and link to your learning management system (LMS).

Career/Succession Planning

WingSpan provides an objective approach to identifying, assessing, rating and managing the development paths of candidates in the context of your succession plans. WingSpan provides succession planners and corporate executives with the tools to manage succession plans from an enterprise level including assessing candidates against identified competencies, ranking the candidates, assigning appropriate development activities and managing each candidate's development plan.

Compensation

WingSpan enables a pay-for-performance culture and makes it simple for managers to consistently award compensation in compliance with corporate guidelines and make a direct connection between performance and compensation. As a result, top performers are motivated and excited about their contributions. With WingSpan, managers can effortlessly enforce corporate policies and overcome traditional compensation challenges. Organizations can easily manage the distribution of merit increases, stock incentives, bonuses and spot awards in a way that ensures on-time completion and consistency. Added benefits of built-in coaching tips for managers and real-time reporting on the compensation pool status gives all parties the information they need whenever they need it.