

Performance and development system (PDP) profile

This software solution is specifically designed to bring your business strategy to life through people.

General information

This is an internet based, browser-accessed system hosted on **iedex** servers. It is administered by you via a simple admin panel with access to all customisable features and reports.

Key strategic features

For a strategic HR function, the following features are relevant:

1. Alignment of individual performance objectives with business / unit goals
2. Talent management module
3. Succession planning module
4. Strategic workforce data report to feed into the Workforce Plan
5. Capability or competency framework housed within the system

Standard performance planning and review features

1. Customisable planning and review forms & scales to fit all requirements
2. Performance objectives plan and review system, with weighting option
3. Values and Behaviours plan and review system, with weighting option
4. Learning & development plan and review system
5. Career development plan and review system
6. Customisable library of resources. Includes instructions, policy documents and user guidelines to assist supervisors and staff prepare for and use the system.
7. Automated emails reminders – frequency set by Administrator
8. Pre-fill staff performance plans with business / strategic priorities by business unit
9. Calculate eligibility for incentives for each staff member
10. Upward feedback plan and review system
11. Position Description review
12. Ongoing journal to record relevant performance and development information between formal reviews – confidential to the author and date stamped
13. Many visibility options to allow nominated levels of management to view selected categories of plans/reviews
14. Probation system for new recruits or disciplinary-based probation
15. Mid-cycle review module
16. Pre-filling of planning sections eg. to “lock” business unit objectives into every staff plan (with “lock” on/off function). Create links to Strategic / Business Plans.
17. “Copy plan” function – minimise repetitive data entry for staff and managers

Reporting capability

The system provides real time reporting on all content and review results for all features listed above and for completion rates. All reports are available by manager, business unit and whole of business.

Value adding services

We also provide training for staff on how to conduct successful performance and development conversations.

Pricing

Contact us at strategy@iedex.com.au to discuss your requirements and receive a system demo and / or quote