Performance 365



TUC streamlines employee performance management with Performance Management 365

TUC manages employee performance through structured appraisal cycles and regular one-to-one discussions between employees and managers. To support these processes with a more organized and consistent approach, TUC selected **Performance Management 365** on the **Enterprise plan.**

The organization uses the **sub-goals feature** to support its appraisal cycle and 1:1 meetings, helping employees and managers break broader objectives into more specific and manageable goals.

TUC
Changing the world of work for good

Customer: TUC
Website: https://www.tuc.org.uk/
Customer size: 51-200 employees
Country: United Kingdom
Industry: Non-profit Organizations
Services: Trade Union Support

Structured Appraisal Cycles

Organized Performance Management

Performance Management 365 supports TUC's appraisal process with a structured approach to employee goals and performance discussions.

Sub-Goals

Break Down Larger Objectives

The sub-goals feature allows broader objectives to be divided into more specific goals that can be reviewed throughout the performance cycle.

1:1 Meetings

Focused Employee Discussions

Sub-goals can also be used during 1:1 discussions to provide greater structure around employee progress and objectives.

Challenges

Managing employee performance effectively requires more than setting annual objectives. Organizations also need a structured way to break down goals, review progress, and discuss development during regular 1:1 meetings.

TUC needed a solution that could support its appraisal cycle while providing greater structure around employee goals and ongoing performance discussions.

Why Performance Management 365 Was Selected

TUC selected Performance Management 365 on the **Enterprise plan** to support its employee appraisal and performance management processes.

The platform's **sub-goals feature** provides flexibility to break larger objectives into smaller goals, making it useful both within the appraisal cycle and during regular 1:1 meetings.

Key Features in Use

Performance Management 365 provides TUC with a structured environment for managing employee performance.

The organization uses:

- Appraisal cycles
- Sub-goals
- 1:1 meetings
- Employee goal management
- Performance discussions

The sub-goals feature helps provide additional structure by allowing broader objectives to be divided into more focused goals that can be discussed and reviewed over time.

Solution

Performance Management 365 provides TUC with a structured approach to managing employee performance and appraisal activities. The organization uses the platform's **sub-goals** functionality as part of its appraisal cycle and 1:1 meetings.

By breaking broader objectives into smaller, more focused goals, managers and employees can have more structured discussions around progress and expectations. The same functionality can be incorporated into regular 1:1 conversations, helping connect ongoing discussions with wider performance objectives.

This approach gives TUC a more organized way to manage employee goals throughout the

performance cycle while supporting regular conversations between employees and managers.

Client Says

"Performance Management 365 helps us structure our appraisal cycle and 1:1 discussions using sub-goals, making it easier to break down and manage employee objectives."

-Tanya Warlock, TUC

Key Benefits to TUC

- Structured employee appraisal cycles.
- Sub-goals for breaking down broader performance objectives.
- Better structure for 1:1 meetings and performance discussions.
- A consistent approach to employee goal management.
- Enterprise-level performance management within Microsoft 365.

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