

# 100%

## CUSTOMER SATISFACTION

# 54

## COUNTRIES ROLLOUT

# Compass

## DIRECTION TO EMPLOYEE PERFORMANCE EXCELLENCE

Work Smarter, Not Harder



## PERFORMANCE MANAGEMENT

Keep your workforce focused, engaged and aligned with your performance management process. Compass Enterprise allows you to manage your objectives and helps managers to monitor the progress. Employees and manager can add comments through check-in.



## ABOUT LASERBEAM

Highly experienced teams with expertise in delivering compensation software to global customers. Customers range from employee size of 500 to 50,000 web-based solutions over SaaS.



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## SUCCESSION PLANNING

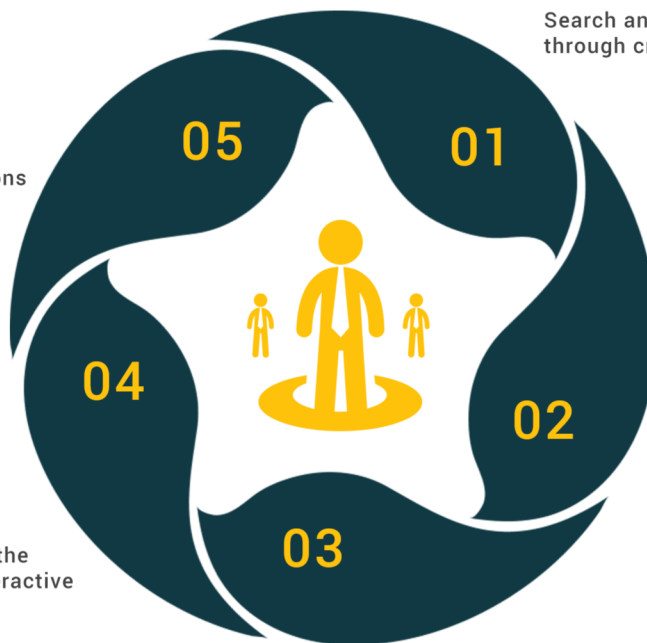
Our intelligent search algorithm matches profiles for developing new leaders within the organization. With their career path plotted in a simple to understand 9-box grid, identify your future leaders and make informed assignments in a snap.

### EVALUATE EFFECTIVENESS

Enable HR leaders to support strategic talent review conversations with managers and executives

### ANALYZE GAPS

See talent depth across the organization with an interactive succession org chart



### IDENTIFY KEY POSITIONS

Search and Assess employee potential through creation of a talent pool

### REVIEW REQUIREMENTS

Assess employee profile, position in 9 box grid and overall review trend

Talent depth across org with interactive org chart

Side-by-side comparison to find best succession candidates

### IMPLEMENT SUCCESSION STRATEGIES

Empower employees to explore career paths and address gaps through development plans



## CAREER PROFILE

Keep track of your employee's aspirations, skills, education, credentials and growth trajectory. Search from this repository of employee information for internal job posting and matching profiles.

### EMPLOYEE PROFILE

- Resume upload
- Education qualification & Certification
- Skills

### CAREER & RELOCATION ASPIRATION

- Employees have ability to update their career profile anytime
- Employees can select

### CAREER LADDER

- Employees can express growth aspiration
- Helps HR & Managers to recognize and retain employees

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