How a High-Tech Firm Stuck in Low-Tech Performance Management Adopted A Progressive System

**Problem**

- Poor adoption
  Fewer than half of Actifio’s employees submitted self-evaluations for their year-end performance review, inhibiting their ability to learn and grow as a company.

- Antiquated systems
  Actifio’s performance management processes were antiquated and labor intensive. The team hand-wrote or typed annual reports for employee performance reviews.

- Out-dated data
  Annual reviews detailed out-of-date performance data instead of reflecting employees’ current performance.

**Solution**

- Rewards program
  Together, we implemented an employee rewards program across their global workforce. Employees accrued points for activities like self-evaluations, and redeemed points for gift cards.

- Digital transformation
  Using Engagedly’s technology platform, Actifio was able to transform performance management in a way that was simple and easy to use for employees.

- Updated cadence
  Actifio used the Engagedly platform to implement quarterly performance reviews which enabled their employees to continually improve and better aligned with the company’s vision and mission.

**Outcome**

- Unprecedented engagement
  Actifio experienced 90%+ Software Adoption Rate compared to previous engagement of less than half of their employees submitting performance reviews.

- Time-efficient process
  The new system absolved a formerly overtaxed the HR department of a mountain of paperwork, and employees saved hours of time in hand-written reviews.

- Continuous performance management
  Actifio now has the tools and insight needed to track progress toward business objectives on a quarterly basis. The increased frequency of performance reviews mitigated the dispiriting act of reviewing stale performance data once a year.

---

Actifio is a technology firm that specializes in copy data virtualization for making information technology infrastructure more efficient by reducing unnecessary duplication of data.

Engagedly is a performance management platform that incorporates elements of employee engagement. Our platform offers a highly configurable and flexible approach to performance management and can help clients simplify their performance review process.

Ready to use a performance management system that works for you? Let’s Talk