

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

actifio®

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.

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Annual reviews detailed out-of-date performance data instead of reflecting employees' current performance.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.

Ready to use a performance management system that works for you?

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