

# WeSoar Performance Management Methodology



Maintaining high levels of productivity through performance management, employee engagement and recognition is easier when collaborators stay in touch throughout the day. Distributed teams need even greater coordination to optimize productivity.

The WeSoar mobile app is a light-touch way to keep on top of progress towards goals and share recognition to boost morale. In a 'social networking' setting, the whole organization works together to hold each other accountable to achieve.

The app's system and features enable employees to work in a way that powers peak performance, in line with the WeSoar performance management methodology based on cutting-edge research.

## Features of the Methodology

We've taken inspiration from Positive Psychology, Neuroscience, Behavioural Economics and AI to create a framework of sustainable success -the Productivity Equation.

Research into typical Productivity Blockers by HR Practitioners and how to overcome these are insights from which the system is built.

Goal alignment, from long-term metrics aligned with business plans to project milestones and daily tasks, keeps teams engaged and focused on reaching goals -and are accessible to everyone in-app.

Collaboration is built into the structure of each task which resembles a social media chat thread.

Kanban, a time-tested methodology for improving productivity, gives everyone access to a rigorous methodology to stay on track and achieve high performance.

Continuous feedback loops enable managers to identify when to take action and how to guide effective activity.

Artificial Intelligence and mindful nudges guide teams and ensure they stay on track.