

Performance

Smarter performance management



Objective Manager Performance provides firms with a single source of insight to effectively manage and increase performance across the firm.

Built for professional services, our intuitive and user-friendly platform supports all areas of performance enablement including:

- Objective setting
- Check-ins
- 360° feedback
- Performance appraisals
- Personal development plans
- Competency frameworks
- Professional accreditation management
- Partner development

Objective Manager drives your firm's success by aligning everyone's objectives and behaviours to the strategic goals of the firm, allowing partners and associates alike to track and measure their performance and the outcomes against firm-wide goals.

Firm leaders can track progress of talent retention strategies, understand critical succession planning activities as well as performing regular check-ins and annual appraisals to realise everyone's potential.

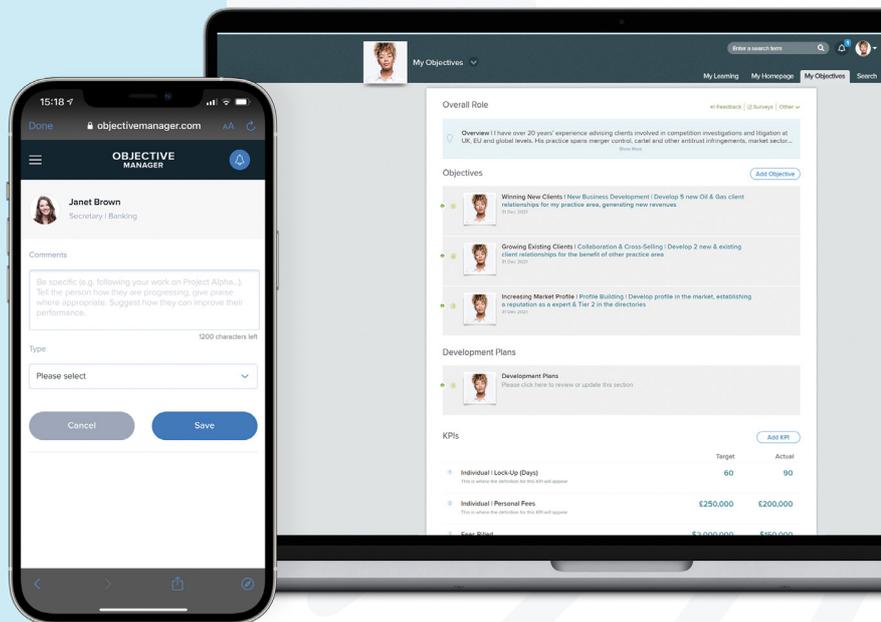
Key Features

Simple, intuitive goal setting aligned to the firm's strategy.

Real-time continuous feedback - anyone within the firm can ask for or give feedback in a few clicks to drive effective check-ins and appraisals.

Management dashboards - provide instant visibility of the firm's progress on objectives.

Microsoft Teams integration - access the complete functionality of Objective Manager directly through MS Teams for real-time collaboration.



Overall Role		
Overview I have over 20 years' experience advising clients involved in competition investigations and litigation at UK, EU and global levels. His practice spans merger control, cartel and other antitrust infringements, market sector...		
Objectives		
Writing New Clients New Business Development Develop 5 new Oil & Gas client relationships for my practice area, generating new revenues		
Growing Existing Clients Collaboration & Cross-Selling Develop 2 new & existing client relationships for the benefit of other practice area		
Increasing Market Profile Profile Building Develop profile in the market, establishing a reputation as an expert & Top 2 in the disciplines		
Development Plans		
Development Plans		
KPIs		
	Target	Actual
Individual Lock-Up (Days)	60	90
Individual Personal Fees	£250,000	£200,000

Key Benefits



Smarter continuous performance enablement by aligning individual objectives with your firm goals.



Simple compliance and best practice execution through professional accreditation management and tracking development needs.



Collaboration and growth through agile performance management fostering a culture of continuous improvement.



Increased engagement and efficiency across the firm with an easy-to-use platform connecting your people to your strategic plans.



A single source of performance insight to track and measure execution of key objectives.

Client Reviews

"The combination of appraisals and ability to communicate strategy was one of the key reasons we bought it."

Ian Jeffery

CEO, Lewis Silkin

"The reporting function has enabled us to see for the first time exactly where everyone is and what help they need to get their appraisal over the line."

Krishna Anand

Head of Learning & Development,
Womble Bond Dickinson



"Clear and transparent goal setting is one of the fastest routes to growth in professional service firms"

Dr. Heidi Gardner

Distinguished Fellow at Harvard Law School