



# Performance reviews done right:

## Empowering employees and driving results

**Let's be honest, most performance reviews feel more like an annual corporate torture ritual — dust off those “annual” forms that haven't seen the light of day in 16 months, unearth cryptic goals from last year, and prepare for a feedback sandwich so dry it could choke a cactus.**

Shouldn't performance management be more about being given a chance to grow... you know, as a human being?

Jemini Performance Management ditches the outdated and introduces a new era of genuine clarity, engagement, and data-driven insights. Imagine real-time goal setting, continuous feedback loops, and powerful analytics — all wrapped up in a user-friendly platform.

## Beyond the feedback fiasco: Unleash the power of performance



**(Actually) engaged employees:** Ditch the snooze-fest evaluations and ignite a culture of continuous feedback and development. Watch your team go from "meh" to "motivated".



**Transparency you can really see:** No more smoke and mirrors! Ensure crystal clear communication in performance reviews and goal setting. Build trust that fuels success, not anxiety.



**Alignment that makes sense (finally!):** Effortlessly align individual performance with your organisation's mission. Create a unified path to achieving your goals, minus the corporate jargon maze.



**Empowerment that isn't just lip service:** Truly support employee growth with personalised development plans and targeted training. Unleash their full potential and watch them become superstars (not just another mindless cog in the machine).



**Efficiency that's like a productivity party:** Be gone paperwork! Jemini streamlines performance processes, freeing up your team's time to focus on what truly matters — helping your team *live their success*.

**Is your current performance review process more like a corporate game of "Who Can Find the Most Outdated Form?"** Imagine the potential of a team where everyone has clear goals, the tools to grow, and feels truly valued. *That's the Jemini difference.*

## Empower performance, unleash true potential: Take control with Jemini features

Jemini Performance Management ditches the corporate torture and ushers in a new era of **shared ownership and growth**. Here's what sets Jemini apart: it genuinely empowers your employees to take charge of their development, set ambitious goals aligned with the company's vision, and achieve remarkable things together. Here's how we do it:



### Make it work for you: The Customisation Champ

**Customisable framework:** Craft a performance management process that perfectly fits your organisation's unique culture and goals. No more one-size-fits-all.

**Scalability made simple:** Effortlessly adapt Jemini as your company grows, ensuring a seamless performance management experience for everyone, all the time.

**User-based access control:** Assign user access levels and permissions for ultimate data security and privacy. Peace of mind from your fingertips!



### Real-time insights: Knowledge is power

**Performance in the spotlight:** Check in on employee progress with up-to-date data, that's always a click away. No more searching for buried reports!

**Feedback flow like a river:** Have continuous conversations between managers and employees. Address issues quickly, celebrate wins — keep the momentum going!

**Analytics that actually make sense:** Uncover hidden trends and gain valuable insights with truly intuitive performance analytics. And yes — you can have your shiny dashboard too!



### Goal setting on (almost) autopilot: Take aim at success

**SMART goal creation:** Craft goals that are Specific, Measurable, Achievable, Relevant, and Time-bound. Set your team up for success from the start.

**Collaborative goal power:** Engage employees in the goal-setting process, fostering a sense of ownership and commitment. It's all about genuine buy-in.

**Align like a laser beam:** Ensure individual goals are perfectly aligned with team and organisational objectives. One team, one dream (sorry, we couldn't help it).



### Measure often, celebrate often: Quantify your wins

**Comprehensive evaluations:** Conduct thorough performance reviews using a blend of qualitative and quantitative data. Get the whole picture!

**Track like a pro:** Monitor key performance indicators (KPIs) to measure progress towards goals and desired outcomes. See the actual impact in real-time.

**Integrate strategically:** Align individual and team performance with broader organisational strategies and objectives. After all, every win contributes to the bigger picture.

## Development plans that actually work



**Personalised development blueprints:** Create tailored development plans based on individual performance and career aspirations. We want you to help your team reach their full potential.



**Training and development matchmaker:** Recommend relevant training and development programs to address skill gaps and enhance employee competencies. It's upskilling made easy.



**Career development compass:** Support long-term career development with clear milestones and a roadmap for success. Invest in your people, people!

## The true cloud advantage: Effortless and secure



**Cloud-based convenience:** Access the performance management system from anywhere, anytime, with just an internet connection — open for business anytime.



**Automatic updates:** Get the latest features and improvements delivered seamlessly.



**Security fortress:** Ensure data security with enterprise-grade encryption and compliance with industry standards. Peace of mind all day, every day.



**Cost-effective champion:** Minimise IT overhead with a subscription-based model that includes ongoing maintenance, support, and updates.

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## Where to next with Jemini

Jemini isn't just about training, it's about transformation. We believe in the power of human potential, and our platform is designed to help you unlock it.

**To get more information on how you can empower your team, simplify compliance, and unlock true growth with Jemini, contact us or schedule a demo today.**

**New Zealand Offices:** 0800 354 357  
Auckland | Wellington | Christchurch | Dunedin

**Australian Offices:** 1300 156 640  
Melbourne | Sydney | Brisbane | Adelaide | Perth