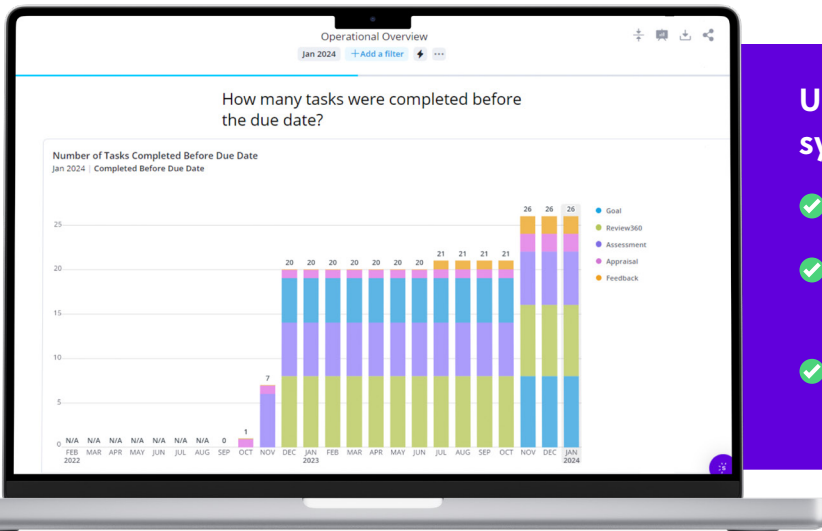


## Transforming Data into Actionable Strategies: Drive Organizational Excellence with Performance Analytics

In today's rapidly evolving healthcare landscape, acute care healthcare organizations face unprecedented challenges in managing their workforce effectively. According to "The State of People Analytics 2022-23" report, only 29% of HR professionals believe their organizations are proficient in making positive changes based on people analytics. HR teams have access to a wealth of data regarding performance, engagement, behaviors, and skill development, but this data often resides in disconnected silos, making integration a daunting task.

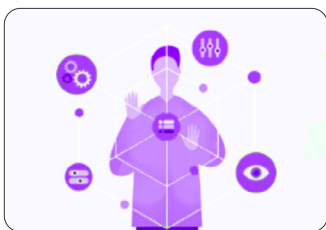
Consequently, healthcare organizations struggle to discern the impact of HR programs on employee behavior and overall business outcomes. Most data analytics tools available today lack the guidance required to ask the right questions or consider a comprehensive range of factors, leaving HR professionals in the dark about how to leverage data for decision-making.



### Unleash Peak Performance with symplr Performance Analytics

- ✓ Uncover the secrets to high-performing teams
- ✓ Craft data-driven strategies for immediate impact
- ✓ Fuel better patient care with improved performance and engagement

## Performance Guide Books



### Organization Overviews

Gain instant insights about your organization



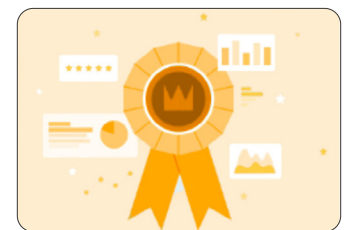
### Performance Analytics

Understand the stat of performance and potential across your organization



### Task Analytics

Review the assignment and completion of tasks in your organization



### Premium Features

Additional capabilities and insights you can access when you upgrade to the Premium tier

# Revolutionizing Employee Performance Analytics and Insights



symplr Performance Analytics is a revolutionary solution designed exclusively for healthcare organizations. It stands apart by seamlessly combining data from the symplr platform, encompassing performance, engagement, employee growth, and demographic data. Through intuitive dashboards, it delivers coherent insights empowering HR to drive impactful talent initiatives. These insights are presented as visual data stories that follow a narrative structure, addressing business questions and offering answers in the form of interactive dashboards.

## Organizational Benefit

## Examples of Insights from symplr Performance Analytics

### Workforce Analytics and Performance

Explore insights about the organization's talent and its impact on business results.

- How many tasks were completed before the due date?
- How many tasks are past due?

### Performance Trend and Distribution Overview

Overview of the trends and distribution of performance across your organization

- Which part of the organization has the highest concentration of high performers?
- What's the overall performance rating for my organization?

### Performance Management Impacts

Overview of how performance is impacting your organizational results

- Which attributes are driving higher employee performance?
- Do longer tenured employees have similar performance distribution as new hires?

### Performance Appraisal Participation and Completion

Monitor the participation and completion of performance appraisals

- How many appraisal tasks have been created?
- What's the average completion rate on appraisal tasks?

### Task Assignment and Distribution Analysis

Overview of the assignment and distribution of tasks in your organization

- How many tasks have been assigned?
- What's the utilization of different types of tasks?

### Task Completion Analysis and Drivers

Monitor the overall completion rate of tasks and explore what's driving task completion

- What's the overall task completion rate?
- Which part of the organization has the highest completion rate?

# Unlock the Power of Premium Performance Analytics



Experience the power of data-driven decision-making like never before, and elevate your organization's performance to new heights with Premium Performance Analytics. Users of the Premium tier can access in-depth analytics, advanced guided insights, and customization to tailor their analytics experience to their specific needs.

## Basic

Turn your talent data into action with out-of-the-box dashboards and reports.

### Dashboards

Get visibility into how your employee performance is performing with pre-built analyses across a range of topics to identify opportunities for improvement and optimization

### Explore and Compare Data

Create basic or complex, rule-based, email delivery schedules to automatically push relevant data and insights to your stakeholders' inbox at the right moment to keep them in the loop.

### Interact

Empower self-service for timely decisions

Export (Excel, PDF, Powerpoint) analyses to your preferred file format

### Organizational Alignment or Collaborate

Get everyone speaking the same language with data standards and an agreed-upon source of truth

## Premium

Advanced features enable user-driven data exploration, custom analyses, and sharing capabilities that allows you to tell your talent data story, your way.

### Everything in Basic, Plus:

#### More Pre-built Content

- Start with more guidebooks to monitor metrics and uncover improvement opportunities

#### Deeper Exploration

- Add any metric or dimension in a guidebook, visualization or even start your own exploration from scratch to support the nuances in your field.
- Get further in-depth analyses to uncover drivers of high performance by diving deeper into trends and insights.

#### Create and Capture Your Own Analyses

- Shift from detection to prevention: Smart alerts guide you straight to the areas needing attention, allowing for agile and impactful solutions.
- Capture and Save content to your own personal library for further analysis.
- Create custom analyses and drop in any of the captures that you've saved to your library.
- Easily add descriptions and tailor your analysis to the story you are trying to tell.

#### Easily Share and Schedule Analyses

- Create basic or complex, rule-based, email delivery schedules to automatically push relevant data and insights to your stakeholders' inbox at the right moment to keep them in the loop.

**Ready to supercharge your talent strategy and elevate your performance management to the next level?**

Reach out to our sales team to learn more about how upgrading to symplr's Premium Performance Analytics will transform your HR strategy with powerful performance analytics.