

data sheet

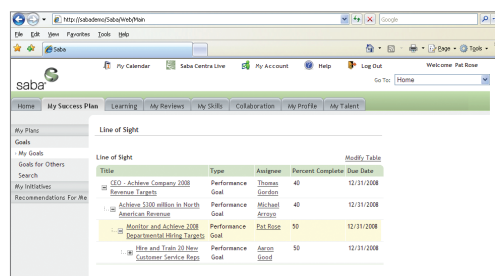
Saba Performance

Benefits:

- Ensure the workforce is focused on the right activities
- Increase manager visibility into performance execution
- Proactively drive performance improvement

Features:

- Set and manage goals and objectives throughout the organization
- Align and cascade goals along people-centric, organizational, or cross-functional lines
- Track measurable (SMART) goal metrics
- Associate goals and objectives with learning activities
- Update goal progress information quickly and easily through email
- Log performance journal comments
- Manage performance planning processes such as balanced scorecards, performance plans, development plans, and MBOs
- Facilitate the prioritization of goals and objectives
- Automate the bulk assignment of goals and plans to teams and organizations
- Report on goal and plan achievement, progress, and status



Title	Type	Assignee	Percent Complete	Due Date
CEO - Achieve Company 2008	Performance	Thomas	40	12/31/2008
Revenue Targets	Goal	Goal	40	12/31/2008
Achieve \$100 million in Net® American Revenue	Performance	Michael	40	12/31/2008
Monitor and Achieve 2008 Departmental Selling Targets	Performance	Patrice	50	12/31/2008
Hire and Train 20,000 Customer Service Reps	Performance	Aaron	50	12/31/2008
	Goal	Goal		

Users have a clear line of sight to view how their goal contributes to the success of others.

Keeping groups and individuals aligned with corporate strategy enables organizations to execute to their fullest potential. However, many organizations fail to effectively communicate strategy and performance expectations to their workforce, resulting in misalignment, wasted time and resources, and lowered productivity. This failure to proactively manage performance can also contribute to a culture of blame and distrust that lowers morale and increases turnover.

Saba® Performance is a powerful solution that offers the ability to track and manage the performance of both individuals and organizations. With Saba, you can establish a relevant performance management process that clarifies the metrics for success, increases accountability, and identifies actionable improvements.

Goal Alignment Drives Company Execution

Saba Performance provides the means to connect corporate strategy with individual execution, ensuring that the workforce is focused on the right activities. Key objectives and strategies, set by the executive team, can be cascaded throughout the organization. This ensures that managers and executives have ongoing visibility into progress against those objectives. By defining and tracking progress toward goals in real time, you can make the course corrections you need in today's dynamic economic environment.

While visibility throughout the management chain is important, it is not always enough. Achieving goals often requires critical resources from a cross-functional team. Only Saba provides innovative initiative management capabilities to enable the formation of cross-functional teams around specific goals. Owners of the initiative can cascade relevant goals to the membership and monitor the progress of both the initiative and the supporting goals.

Communicate Metrics for Success

Saba Performance allows goals and objectives to be clearly defined with embedded metrics and development actions and activities. With Saba's innovative "My Success Plan," individuals see and track all of the activities required for successful performance through a single dashboard. Activities can be categorized and weighted to further

Saba Advantage

Focus on Customer Success

Saba provides comprehensive services to ensure customer success: strategic consulting to develop governance, content, and competency models; complete implementation services; initial and ongoing education services; and world-class customer support. We focus on all aspects of the project lifecycle, driving success in meeting business objectives.

Global Capability

With 17 offices located on five continents, 23 product languages, and support centers in five different time zones from San Francisco to Tokyo, Saba is committed to global business. Our capabilities are extended by a partner ecosystem of leading global technology and services providers, such as IBM, Deloitte, and HP; local partners in more than 30 countries; and hundreds of learning and competency vendors around the world.

Industry-Leading Experience

With more than 10 years of industry experience, Saba has more strategic people management expertise than anyone else in the marketplace. From the first enterprise Learning Management System in 1997, to the first unified learning and performance management system in 2001, to the first enterprise people management platform with real-time collaboration in 2006, Saba's solutions have continuously drawn on this expertise to become the world's most advanced platform for managing formal and informal people processes.

Flexible Delivery and Deployment

Saba offers a full range of deployment models, from on-premise and hosted to a fully OnDemand solution. Saba OnDemand solutions provide customers with the same world-class capabilities offered in a highly economical software-as-a-service model. Regardless of how they are deployed, Saba's solutions cost-effectively address your unique business needs and provide best practices captured from the most admired organizations in the world.

clarify expectations. At the end of the performance period, these plans can directly populate the individual's performance review, so that the agreed-upon priorities drive the measurement of success.

My Success Plan also brings the concept of integrated learning and performance management to an entirely new level. When Saba Learning Suite is enabled, this solution becomes even more powerful by providing a unified view of performance and development activities including goals, competencies, courses, certifications, and curricula.

Most importantly, My Success Plan was designed with process governance in mind. Multiple plan configurations and workflow choices are supported, and each organization, geography, or business unit can define the process that best drives success in their organization. Preconfigured plan templates for performance, development, learning, and compliance activities are designed with best practices in mind, but new plan templates can also be created and configured by administrators, without employing coding or technical skills. These templates can support processes such as:

- Balanced scorecards
- Individual development plans (IDPs)
- Management by objectives (MBOs)
- Performance improvement plans (PIPs)

Drive Development for Continual Performance Improvement

Deployable as a single, seamless application, Saba Performance Suite and Saba Learning Suite can provide a unified view of performance and development activities including goals, competencies, courses, certifications, and curricula. Learning resources can be linked to organizational goals and recommended to fill competency gaps, which maximizes the ROI of your learning efforts. Saba helps you:

- Leverage recommended learning and experts to close critical competency gaps and improve business performance
- Link learning directly to the competencies it develops
- Identify gaps and strengths against the requirements of current and desired jobs
- Manage development initiatives with a personalized My Success Plan

Saba Performance is the ideal environment for effectively communicating corporate strategy, managing performance achievement, and enabling proactive performance and development planning. Through improved performance management processes, your organization can increase employee engagement, increase retention, and proactively improve performance and productivity.