



HR Management  
Software



Payroll full  
Automation



Empowering Talent.

# 13

countries

# 70+

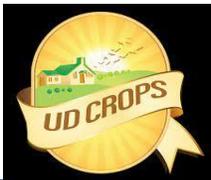
companies

13 countries around the world,  
serving 70+ companies.





Performly  
Talent



Performly Talent



# Performly

Performly is a full HR Management cloud based solution,  
Performly established in 2015 as subsidiary of A15 group (Previously known as Orascom Telecom Ventures)

Our HR system went through long history from its launching date in Orascom Telecom Venture as inhouse solution 14 years ago since the formal establishment of Performly in 2015 to share our accumulative HR knowledge and long users experience enhancements with the HR leaders around the glob  
So Performly stablished its main operation is in Cairo Egypt with physical presence in the USA and the GCC

Our aim is transforming Outdated Performance Management Practices to New Engaging and Ongoing Processes. Performly transforms organizations' human capital to a highly engaged & productive Talents while ensuring Alignment with organizational Vision, mission & Values. Our cloud based products focus on Performance Driven culture, HR Self-service workflows, Payroll & Internal communication along Organizations.



## Customer Success Story

Orascom Development Holding (ODH) is a leading developer of fully integrated destinations, including hotels, residential units and leisure facilities such as golf courses, marinas and supporting infrastructure. ODH offers a diverse portfolio of worldwide destinations covering Egypt, the United Arab Emirates (UAE), Oman, Morocco, Montenegro, Switzerland and the United Kingdom. The group operates a total of 35 hotels with 8,016 rooms and controls approximately 100.3 million sqm of land.

Performly was able to create a professional Performance Management implementation where it supports the latest trends like OKRs, instant feedback and 360 reviews. With more than 2K employees across the regions, Performly was able to provide a high functionality solution with instant reporting, through a high availability, security and performance cloud based environment hosted on Microsoft Azure. Also it provide a full system functionality through web and mobile App.

Performly also provided integrated features like Task Management that can be linked to the Objectives to provide full support to achieve KPIs and Competencies.

### TESTIMONIALS

“Performly is a different in a way that all users are engaged and looking forward to use it, the user friendly and modern interface makes it easy to use the app along with the multiple integrated features specially Task Management.”

Nermine Faltas

Human Resources Director - Orascom Development

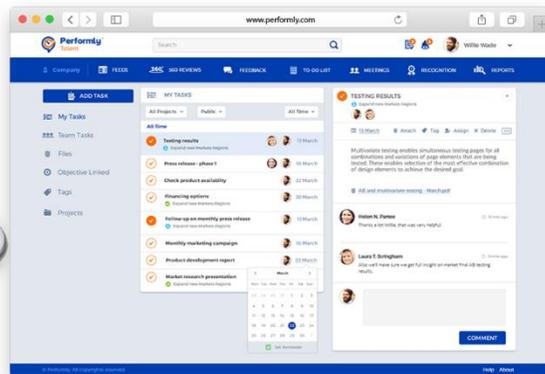




# Performly™

## Talent

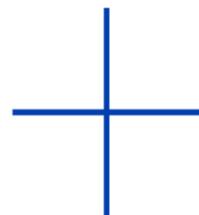
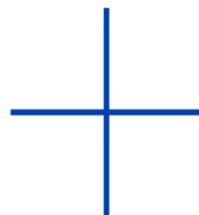
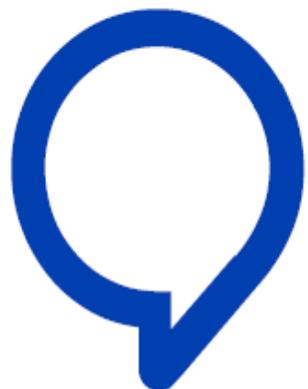
### Empowering Talent.



**Performly**  
Talent



**Performly**<sup>™</sup>  
Talent



feedback

performance

target

growth



**Performly**  
Talent

# Why the transformation & digitization of Performance management is crucial?



The way we work has changed.

Employees  
expect more  
regular feedback.



# Employees expect more regular feedback



feedback

“  
We all need people  
who will give us  
feedback.  
That's how we improve  
Bill Gates, Microsoft



**Promotions,  
raises and new  
roles are expected  
to be data-driven.**





**Performly**<sup>TM</sup>  
Talent

your web-based and mobile  
app solution to transform  
your workplace productivity  
and engagement for the  
digital age.

**Performly Talent**

Search

Willie Wade

Company FEEDS 360° REVIEWS FEEDBACK TO-DO LIST MEETINGS RECOGNITION REPORTS

Willie Wade  
General Manager

Objectives 40%  
Competencies 60%  
Development Plan  
Job Description

**OBJECTIVES - Q1 -** + ADD OBJECTIVE

Objective	Progress	Weight	Due Date	
Beat our Q4 financial targets	40%	High	March	
Achieve > 70,000 \$ in product revenue Jeremy M. Alfred	60,000 / 70,000 \$			Check in
Hire a VP of Finance & Operations Helen H. Parise				Check in On-track
Implement a cloud-based financials software solution Kevin B. Howard				Check in Off-track
Conduct financial research Jesse V. Woods				Check in Done
Expand new markets regions	50%	High	April	
Crow our team	20%	High	May	
Improve employee engagement	80%	High	August	
Employee recognition cards Albert Diaz				Check in On-track
Sponsor a charitable event Sharon Marshall				Check in On-track
Schedule a monthly art class Harold Kelley				Check in Off-track
Encourage networking James Morris				Check in Done
Create a unique office environment Donna Evans				Check in Done

Expand new markets regions 50% High April  
Crow our team 20% High May  
Improve employee engagement 80% High August

Employee recognition cards Albert Diaz On-track  
Sponsor a charitable event Sharon Marshall On-track  
Schedule a monthly art class Harold Kelley Off-track  
Encourage networking James Morris Done  
Create a unique office environment Donna Evans Done

JANUARY

Task added successfully

Task Title

Description

Assign

Link to objective

Due Date Private

CREATE TASK

Today Tomorrow Later

Test Results 11 May

Financing Options 15 May

Press Release 17 May

Advertising Campaign 20 May

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# Objectives

Objective	Progress	Weight	Due Date	
 Beat our Q4 financial targets	<div style="width: 40%;"><div style="background-color: green; height: 10px;"></div></div> 40%	High	March	  
 Achieve > 70,000 \$ In product revenue Jeremy M. Allred				 Check In 60,000 / 70,000 \$
 Hire a VP of Finance & Operations Helen N. Partee				 Check In On-Track

**OKR**

Set specific, measurable, and time-bound goals and OKRs (objective and key results) in just a few simple clicks.



Send & Receive feedback on Objectives.



Smartly Cascade objective through “Shared Objectives” assigning



Check-in & update progress in real-time for better organizational alignment.

**We transform  
Performance  
Management from  
A once or twice  
event to an ongoing  
process.**



We help manage  
your performance  
management with  
less time, money and  
manpower.



# Goals & Competencies

Use technology to prompt and document your business profile.

The screenshot displays the Performly Talent dashboard interface. At the top, there is a search bar and a user profile for Jesse V. Woods. The main navigation bar includes links for Company, FEEDS, 360° REVIEWS, FEEDBACK, TO-DO LIST, MEETINGS, RECOGNITION, and REPORTS.

The dashboard is divided into several sections:

- ACTIVITY FEED (MY TEAM):** A vertical list of recent activities. The first item shows Helen N. Partee checked in for her objectives. Other items include Laura T. Stringham recognizing Helen for team work, Helen N. Partee sending feedback to Laura, Jeremy M. Allred requesting feedback from Helen, Kevin R. Howard assigning a new task to Laura, Laura T. Stringham having a 1-on-1 with Kevin, Helen N. Partee adding a new objective to Jeremy, and Jeremy M. Allred having a 1-on-1 with Helen.
- TEAM TO-DO LIST (TODAY):** A list of tasks assigned to team members. Kevin R. Howard has tasks for checking product availability, test results, a press release, and an advertising campaign meeting. Laura T. Stringham has a task to get help with ordering problems.
- OBJECTIVES STATUS (ME):** A section showing progress bars for various objectives: Achieve Job Targets (50%), Quality of Deliverables (15%), Customer Satisfaction (40%), and Personal Development Goal (70%). A "CHECK IN" button is located at the bottom of this section.
- Task Creation Form:** A sidebar on the right for creating new tasks. It includes a calendar for January, a "Task added successfully" confirmation, a "Task Title" input field, a "Description" text area, an "Assign" dropdown menu, a "Link to objective" dropdown, "Due Date" and "Private" options, a "CREATE TASK" button, and a list of recent tasks with completion status (Test Results, Financing Options, Press Release, Advertising Campaign).

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# Competencies

Defined competencies where you can send & receive feedback on and pull them directly into performance & later to development plan.

COMPETENCIES			
CORE	JOB FAMILY	LEADERSHIP	TECHNICAL
● Initiative		+ ↗ + +	
Definition		Behaviour	
Dealing with situations and issues proactively and persistently, seizing opportunities that arise.		<ul style="list-style-type: none"><li>- Identifies and acts on issues and problems in own area of responsibility instead of waiting or hoping the problem will solve itself.</li><li>- Tries varied approaches and solutions to resolve a problem.</li><li>- Persists when marked difficulties arise.</li></ul>	
● Project Monitoring, Control and Risk Management		+ ↗ + +	

# Development Plan

Type	Item	Method	Due Date	Priority	
Competency Development	Communication	E-Learning	February	High	<input checked="" type="checkbox"/>
Competency Development	Communication	Coaching By HR	March	High	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>

Create performance-driven development plans for individuals out of competency gaps & inserted Manual.

# Job Description



Have your account with your role at your organization with clear Job description.

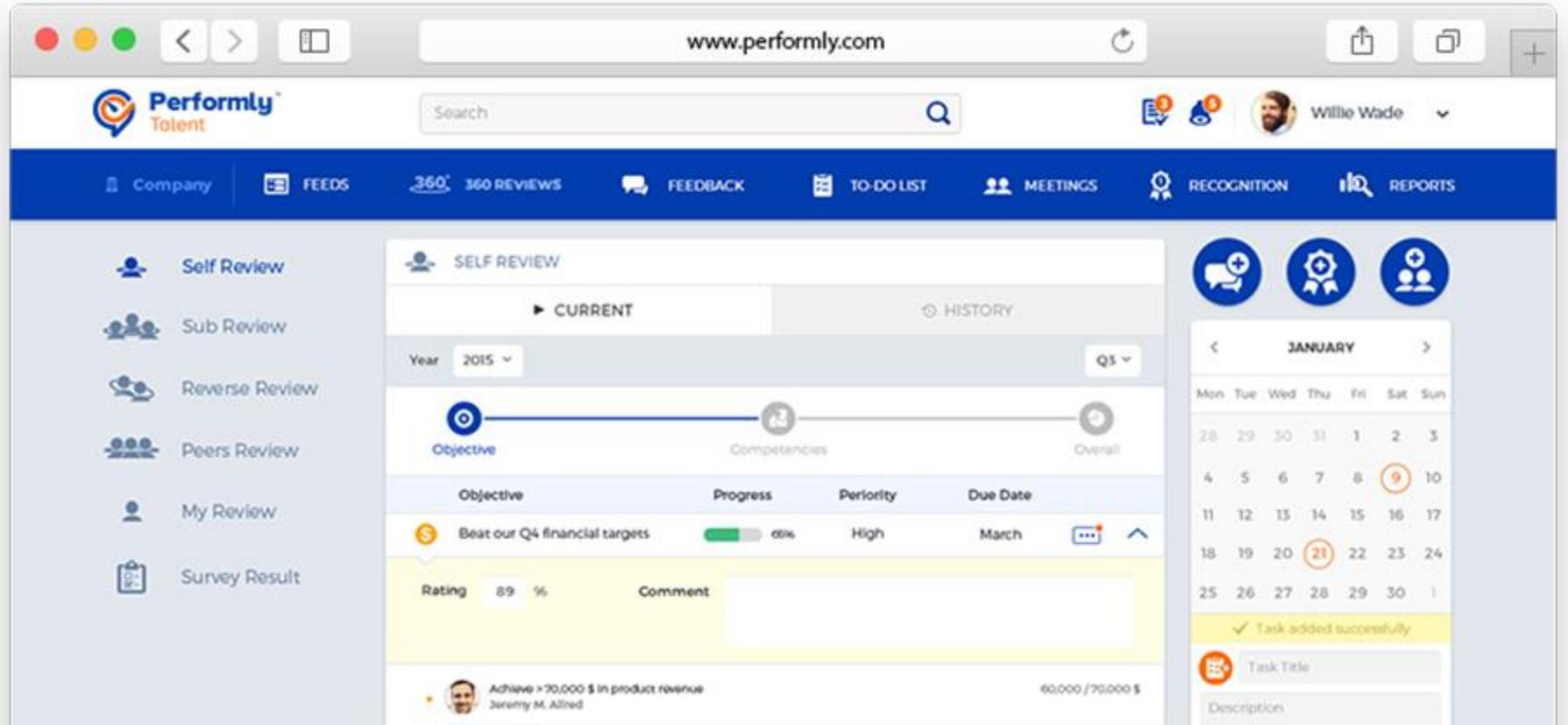
The screenshot displays the Performly Talent web application interface. The browser address bar shows [www.performly.com](http://www.performly.com). The user is logged in as Willie Wade. The main navigation bar includes links for Company, FEEDS, 360° 360 REVIEWS, FEEDBACK, TO-DO LIST, MEETINGS, RECOGNITION, and REPORTS. The left sidebar shows the user's profile (Willie Wade, General Manager) and a list of items: Objectives (70%), Competencies (50%), Development Plan, Job Description (selected), and Team. The main content area is titled "JOB DESCRIPTION" and lists six categories with their respective tasks:

- 1 Training**
  - Set the training policies and procedures and continually review it
  - Discuss the needs assessment with the HR Business partners and set the Training plan accordingly
  - Review the quarter training calendar prepared by the Learning and Development Specialist and ensure its implementation
  - Manage the attendance reports and analysis
  - Handle budget approvals & payments
- 2 Management and Executive Programs**
  - Prepare the management and the executive programs upon the supervision of the VP for operations and Human Capital by Planning the whole program, managing the deal with the provider, program branding, conducting orientation session to attendees, approvals & payments handling
- 3 Extended Studies Program**
  - Prepare the extended studies program proposal by studying similar policies in other companies, and define its policy accordingly, coordinate the program and get the required approvals
- 4 Budget**
  - Handle the training budget for all subsidiaries, by conducting reviews & managing all approvals with budget team, then setting the proposal by the end of the year to be approved by the VP for operations and Human Capital.
- 5 On boarding Program**
  - Plan an organizational on boarding program as well as coordinate with each HR Business partner the subsidiaries' regarding technical induction (annual)
- 6 Performance Management**

On the right side, there is a calendar for September 2017 with the 1st highlighted. Below the calendar are icons for Meeting, Task, and Multi, and a form to add a task with fields for "Task Title" and "Description".

# 360 Review & Surveys

Reviews from anyone and anytime for better high performance culture and full calibration.



create 360 surveys with your own content and rating, Get & compare results along with overall averages.



Create custom reviews and appraisals that fit your organization performance reviews cycle & style.



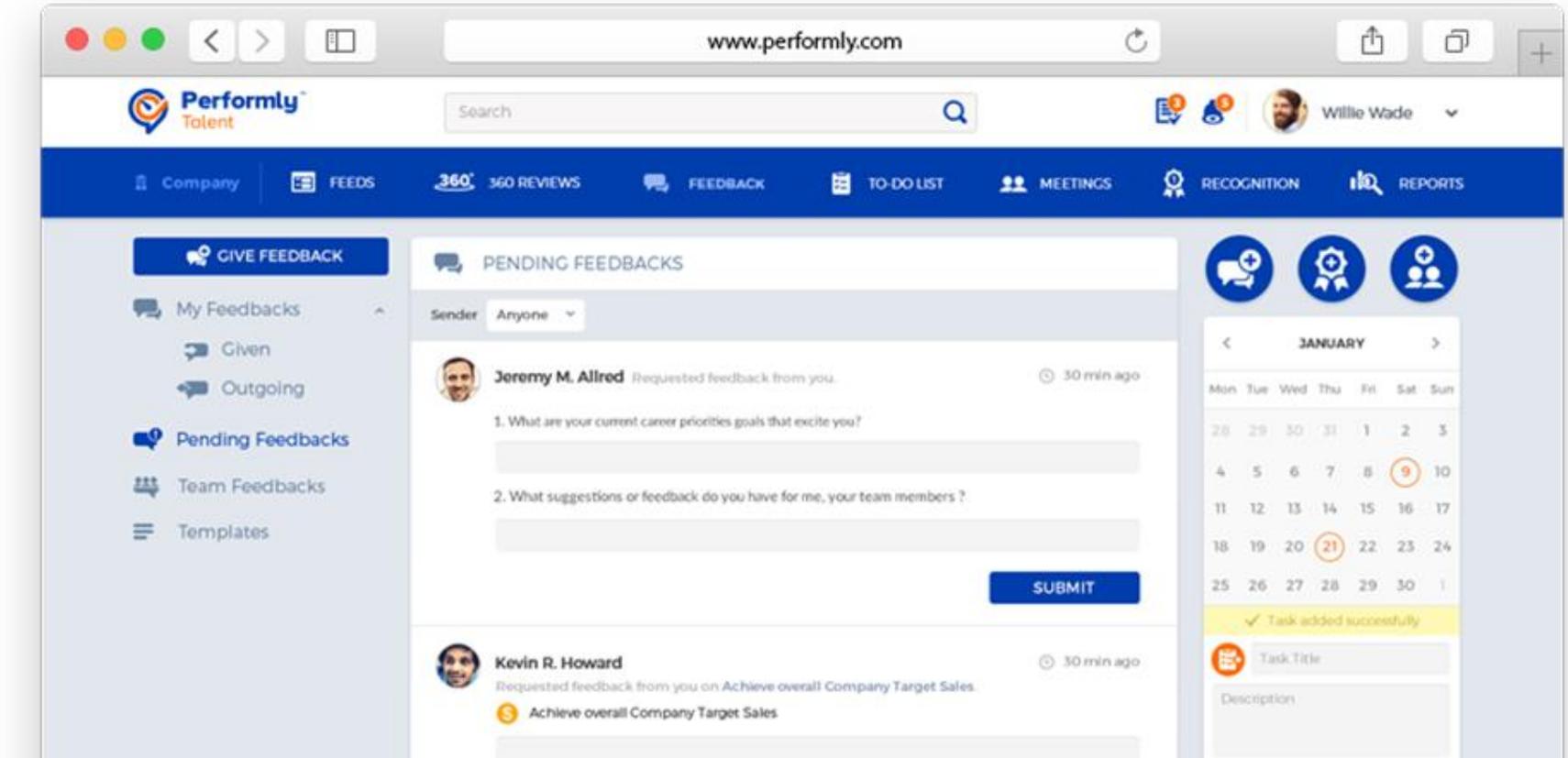
Reviews from Sub, Manager, Peers & self review on Objectives & Competencies.

# Feedback

Shift the emphasis of performance management from a once or twice yearly event to an ongoing conversations and Feedback.



Foster a culture of continuous coaching and feedback to elevate performance.



Foster a culture of continuous coaching and feedback to elevate performance.

# Meetings

Have 1on1's CHECK-IN'S meetings with ready Templates attached to discuss objectives progress and feedback.



Set meetings with your team integrated with your calendar.



Check in Meeting and write all the meeting points and save them for later reference.



Link meetings to specific objectives along with attached files.

### SET A MEETING

Meeting Title

Participants Janet Welch  +

Link to Objective 📌 Achieve overall Company Target ▾

Location

Date  Time  ▾

Duration 15 minutes ▾

Attachment 📎 Attach File Market Reasearch Rep.pdf ×

Questions  Template 1 ▾  Manual

1. What do you think went well this year?
2. What do you think I should do differently next year?
3. What could I do to improve my rating in this area next year?
4. How could I be more helpful to other people on the team?

**SET**

### MEETING CHECK-IN

📅 25 March 2016 📍 Meeting Room

**Discussing Q1 Performance Review**

📌 Achieve overall Company Target Sales

1. What do you think went well this year?
2. What do you think I should do differently next year?
3. What could I do to improve my rating in this area next year?
4. How could I be more helpful to other people on the team?

📎 Attach File Q1\_Reports 2016.pdf ×

**CHECK-IN**

# To-do List



Create daily tasks for you or your team and get them integrated in your calendar with reminders.



Link tasks to projects or even link to current Objectives.



Have your daily to do checklist in performly and link each task to your current objectives.

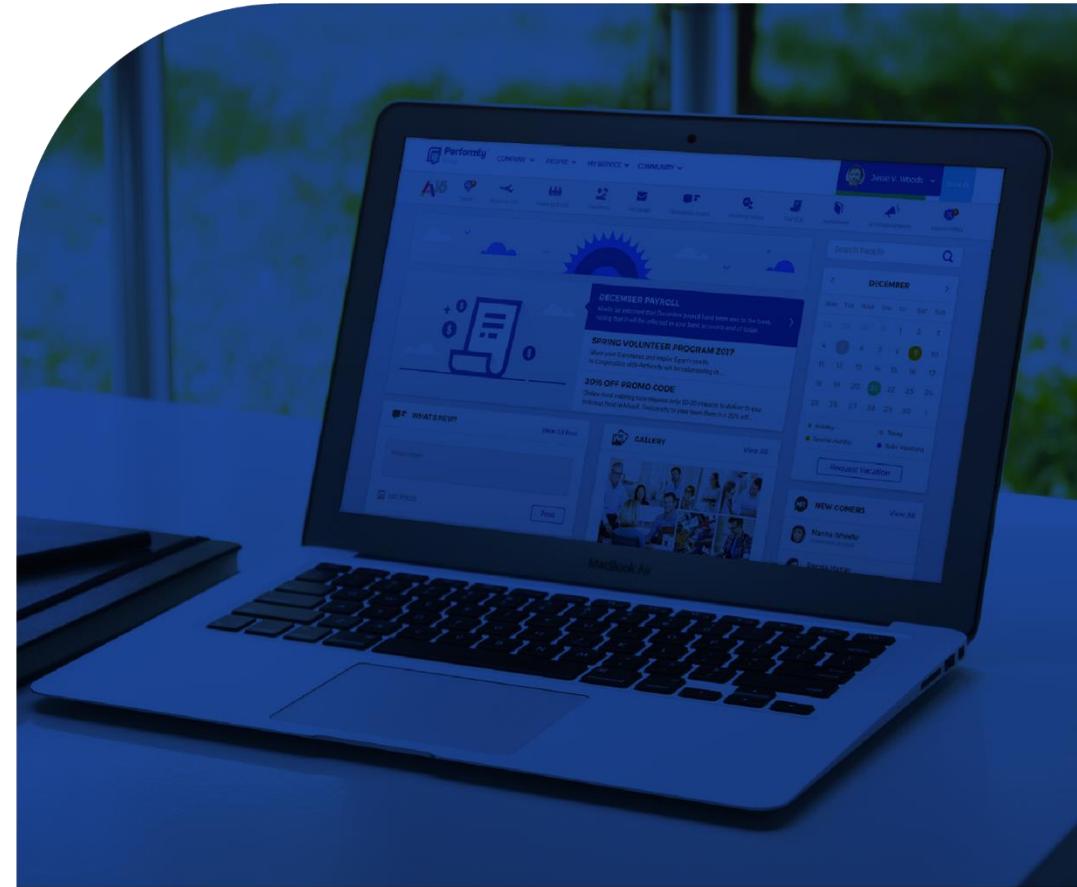
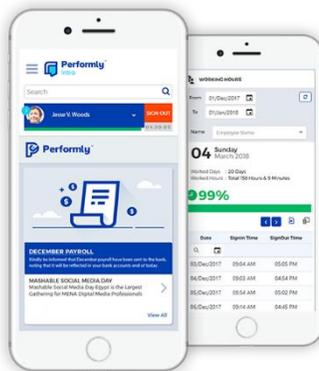


Share files in real time along with Tasks.

The screenshot shows the Performly Talent web application interface. At the top, there's a navigation bar with the Performly Talent logo and a search bar. Below the navigation bar, there are several tabs: 'Company', 'FEEDS', '360° 360 REVIEWS', 'FEEDBACK', 'TO-DO LIST', 'MEETINGS', 'RECOGNITION', and 'REPORTS'. The 'TO-DO LIST' tab is active. The main content area is divided into three sections: 'ADD TASK', 'MY TASKS', and 'TESTING RESULTS'. The 'ADD TASK' section has a blue button labeled 'ADD TASK'. The 'MY TASKS' section shows a list of tasks with checkboxes, titles, and due dates. A calendar widget is visible at the bottom of the task list, showing the month of March with the 22nd highlighted. The 'TESTING RESULTS' section displays a notification about 'Expand new Markets Regions' and a comment from Helen N. Parsee.



# HR Management Software



# Why the transformation and digitization of HR management is crucial?



The way we work  
has changed

**HR is expected to build and empower workers with an employee self-service portal to serve their ongoing needs**



**HR is expected to less focus on tasks that can be automated and to focus more on adding business value**



**We help you  
build an internal  
communication  
module.**

**And boost  
employee  
engagement**



**We help enhance  
the UX of your HR  
management.**

**And automate all  
your HR paper  
work**





# Product Features





## News & Announcements

Keeping company employees informed and up to date will all company news and announcements.



## Calendar

company Calendar for viewing company holidays, Events & Vacations



## Gallery

Company pictures and Videos are added and organized into different albums and categorized by years



## Job Vacancies

Visibility to vacancies in all companies, so that employees can refer or apply to these vacancies

# People



## HR Services

All HR documents and forms are available in a single location, preventing unnecessary trips to HR or accounting office. filing, requests , approvals and notifications can be handled digitally through your intranet which eliminates unnecessary paper work

## Employee Handbook

Employee manual contains information about company policies and procedures for guidance.





## Employee Profile

Employee Profile page provides personal, work-related information, tree structure and employee picture.

The screenshot displays the Performly Intra interface. The top navigation bar includes the Performly Intra logo, menu items for COMPANY, PEOPLE, MY SERVICE, and COMMUNITY, and a user profile for Jesse V. Woods with a SIGN IN button. Below the navigation bar is a horizontal menu with icons for Talent, Business Trip, Meeting Room, Vacations, HR Letter, Discussion Board, Working Hours, Pay Slip, Handbook, Announcements, and Latest Offers.

The main content area is titled "MY PROFILE" and is divided into two tabs: "TEAM" and "JOB DESCRIPTION". The "TEAM" tab is active, showing a hierarchical tree structure. At the top is Maria Spencer, CEO. Reporting to her are seven individuals: six Maria Spencers (CEO) and one Jesse V. Woods (General Manager). Jesse V. Woods has three direct reports: two Maria Spencers (Title) and one Jesse V. Woods (General Manager).

The left sidebar shows the user profile for Jesse V. Woods, General Manager, with a "My Tasks" section and contact information: Performly/Jesse.woods, jvwoods@performly.com, Performly, Phone Ext: 1335, and 5 February 1988.

The footer contains the copyright notice "© Performly. All copyrights reserved." and links for "Help" and "About".

# Employee Services

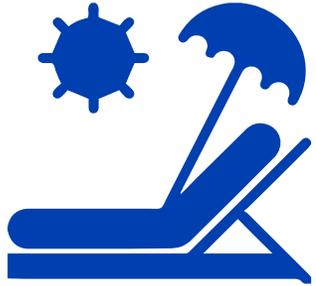


## Attendance

Attendance and leave module to keep track of employees attendance behavior & patterns day-to-day.

A screenshot of the Performly Intra web application. The user is logged in as Jesse V. Woods, General Manager. The main dashboard shows 'MY WORKING HOURS' for the period from 01/Feb/2017 to 28/Feb/2017. A summary for Tuesday, March 22, 2017, shows 98% attendance, 3 extra hours, and 2 late days. A table below lists working hours for each day from Feb 01 to Feb 08, 2017. On the right, there is a calendar for March 2017 and a 'Request Vacation' button. At the bottom right, there is a 'CELEBRATIONS' section listing birthdays and anniversaries for employees like Laura T. Stringham and Kevin R. Howard.

Date	Day	SignIn Time	SignOut Time	Working Hours	Comment
01Feb2017	Wednesday	07:42 AM	05:18 PM	▲ 07:55:41	
02Feb2017	Thursday	07:42 AM	05:23 PM	08:03:12	
05Feb2017	Sunday	07:42 AM	05:18 PM	09:35:41	
06Feb2017	Monday	07:42 AM	05:18 PM	09:35:41	
07Feb2017	Tuesday	▲ 12:42 PM	05:18 PM	09:35:41	
08Feb2017	Wednesday	07:42 AM	05:18 PM	09:35:41	
09Feb2017	Thursday	07:42 AM	05:18 PM	09:35:41	
01Feb2017	Wednesday	07:42 AM	05:18 PM	▲ 07:55:41	
02Feb2017	Thursday	07:42 AM	05:23 PM	08:03:12	
05Feb2017	Sunday	07:42 AM	05:18 PM	09:35:41	
06Feb2017	Monday	07:42 AM	05:18 PM	09:35:41	
07Feb2017	Tuesday	▲ 12:42 PM	05:18 PM	09:35:41	
08Feb2017	Wednesday	07:42 AM	05:18 PM	09:35:41	



# Leave Management

Vacation module used by admins and employees to track how many vacation days they have in their balance.

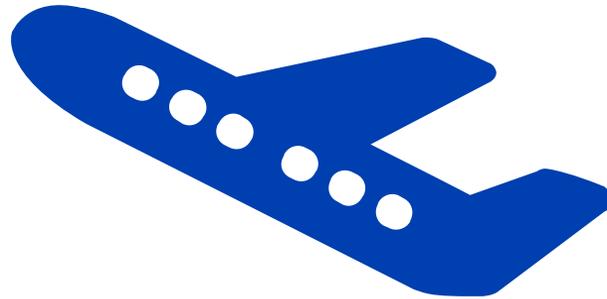
The screenshot shows the Performly Intra web application interface. The user is logged in as Jesse V. Woods, General Manager. The main content area displays the 'MY VACATIONS' module, which includes a table of vacation requests. The table has columns for RequestedOn, Start Date, Actual End Date, Return Date, Leave Year, and Deducted Days. The table shows 15 rows of data, all with a Deducted Days value of 2.

RequestedOn	Start Date	Actual End Date	Return Date	Leave Year	Deducted Days	Deducted Days
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2
01Feb2017	01Feb2017	01Feb2017	01Feb2017	2017	2	2



## Recruitment

Recruitment Allows HR to hire new employees (New Hiring, Replacement, and Reallocation) passing through customized workflow.



## Business Trips

Efficient system for requesting a business trips and completing all associated processes.

# Logistics Services



## Meeting Room Bookings

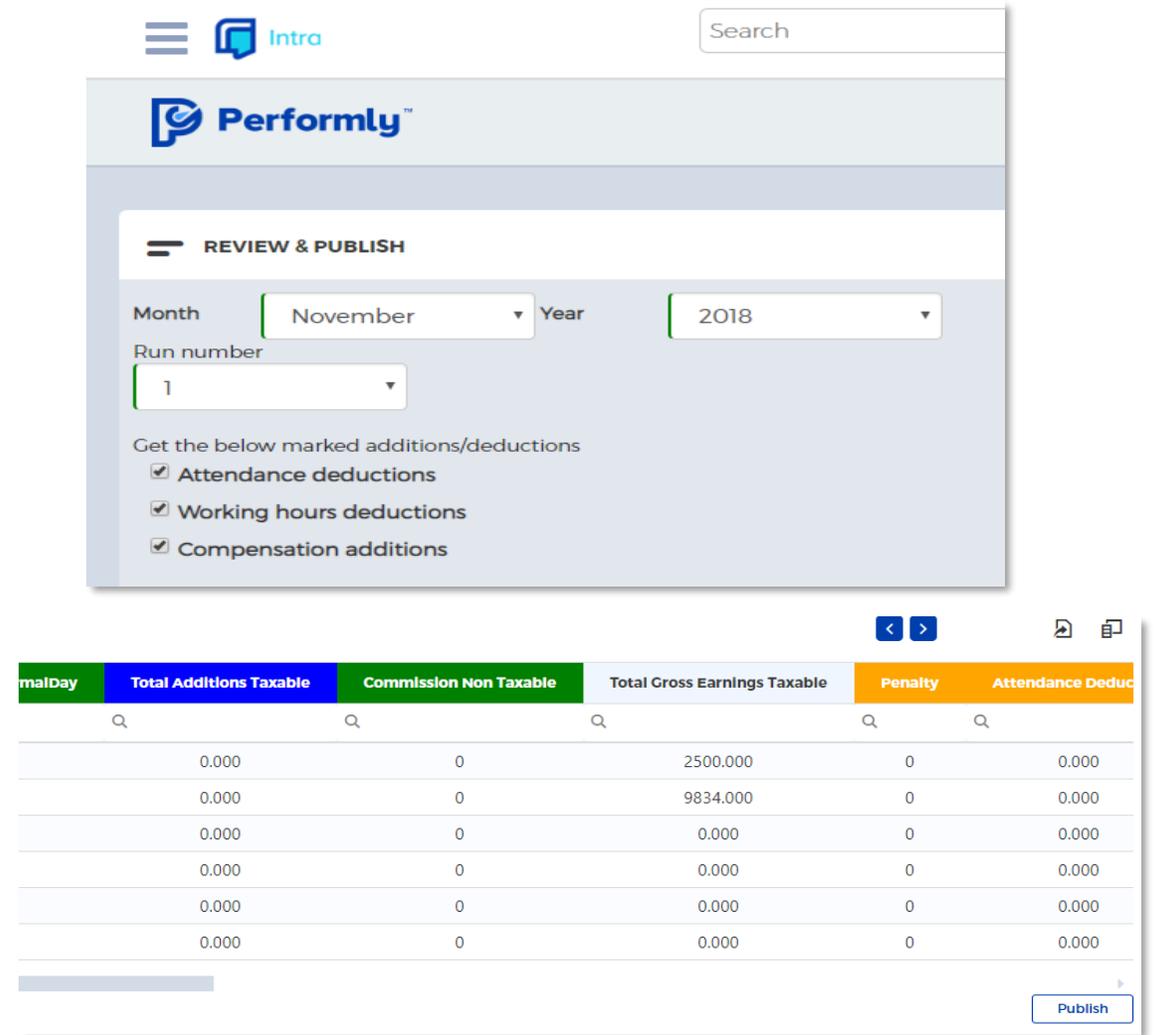
Manage your company meeting room bookings across all offices & locations.



## Purchasing Management

Automating purchase request, maintenance, expenses and transportation

- ❏ Ready-made Pay-Codes templates to match different polices.
- ❏ Customizable Pay-Codes.
- ❏ Fully integrated with Intranet modules like compensations, hiring, resignation deductions, attendance deductions...etc.
- ❏ Ready-made banks' templates to be uploaded directly into the bank system.
- ❏ Monthly multiple payroll run numbers.
- ❏ Implementing the JV file to be extracted directly from the system.
- ❏ Export your bank file directly from the system.
- ❏ Payroll in different currencies within the same run.



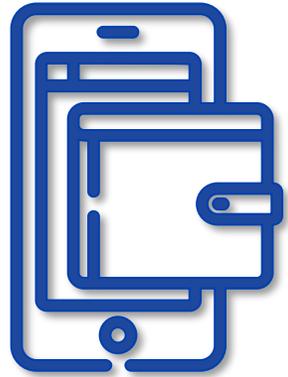
The screenshot shows the 'REVIEW & PUBLISH' interface in the Performly Intra system. It includes a search bar at the top right, the Performly logo, and a navigation menu. The main section contains dropdown menus for 'Month' (November) and 'Year' (2018), and a 'Run number' dropdown set to '1'. Below these are three checked checkboxes: 'Attendance deductions', 'Working hours deductions', and 'Compensation additions'. At the bottom, there is a table with columns: 'Total Additions Taxable', 'Commission Non Taxable', 'Total Gross Earnings Taxable', 'Penalty', and 'Attendance Deduction'. The table has six rows of data. A 'Publish' button is located at the bottom right of the table area.

Total Additions Taxable	Commission Non Taxable	Total Gross Earnings Taxable	Penalty	Attendance Deduction
0.000	0	2500.000	0	0.000
0.000	0	9834.000	0	0.000
0.000	0	0.000	0	0.000
0.000	0	0.000	0	0.000
0.000	0	0.000	0	0.000
0.000	0	0.000	0	0.000

## Transferring Salaries to Blue Collars through Mobile wallets.



Salaries



Mobile wallet

Partners integrated with:



# Added Value Features & After Sales Support



On-going  
Consultation  
support.



Highly customized  
platform according to  
organization needs.



Real-time reporting  
data management.



24/7 customer  
support.



Web-Based & Mobile  
app operating IOS  
& Android access.



All software  
updates.



**Thank You**

[www.Performly.com](http://www.Performly.com)

