ppl—OS

Wheel segments: Lobby, Profile, Onboarding, Contributions, Development, Feedback, Mentoring, Learning, Marketplace, Teams, Conference, Relationships, Attraction, Tracking, Planning

Solution Package
FEEDBACK CULTURE

In order to rethink feedback and adjust it to the digital working environment, the feedback structure that currently prevails in companies must be reorganized. This is because self-reflection is at the heart of feedback. Only those who receive feedback are able to develop and thus optimize their own actions in subsequent processes in the long term. High time, therefore, to change the feedback culture.

Components	Description	Top Features
Marketplace	As a project and initiative platform, the Marketplace acts as the central communication interface for collecting and recording project- and activity-related feedback. It is precisely this that should be the subject of feedback: the individual's day-to-day work and associated potential for improvement.	– Projects – Jobs – Employee Recomender
Lobby	The Lobby displays individually relevant content to stay in frequent contact with each employee. Against this background, regular (ideally daily) feedback can be easily collected and recorded – one of the most important prerequisites for a sustainable feedback culture.	– Notification Center – Dashboard – Quickstart
Profile	On the basis of the profile data published by the employee in his/her profile, feedback from the organization can be actively generated and utilised with a view to the individual focal points and targets that are relevant for the employee.	– Skills – Aspirations – Personal Brand
Onboarding		
Contributions	Comprehensive and regular feedback provides each employee with the opportunity to shape and develop personal target performances and individual contributions in such a way that they take on board the feedback received and use it to enhance their performance.	– Individual Contributions – Team Contributions – Contribution Navigator
Development	Within the scope of a feedback culture, development plans can be focused directly on the real strengths and weaknesses reflected in direct feedback. This exponentially increases effectiveness.	– Development Goals – Development Talks – Development Tracker
Feedback	Through regular feedback from all levels of the organization, each employee can optimize his/her performance in an intrinsically motivated manner within a short space of time. Beyond rigid management structures.	– 360-degree Feedback – Instant Feedback – Dynamic Feedback
Mentoring	When flat hierarchies remove the need for line managers to take on full leadership roles, it is important to initiate and provide ongoing support for valuable peer-to-peer dialogs.	– Mentor Recommendations – Engagement Workflow – Mentor Rating
Learning		
Teams	Ranging from target contributions through development plans to feedback – the focus is on tailor-made solutions to fit the employee's profile. However, personal performance should not be viewed as being entirely holistic until it is taken in the context of the relevant team.	– Team Administration – Visualized Org Structure
Conference		
Relationship		
Attraction		
Tracking	Searching for strategically relevant talent in the job market means facing tough competition. Only employers who purposefully track candidates and start a sustainable dialogue with them as quickly as possible can stay ahead of the game.	– Hiring Manager Cockpit – Recruiter Cockpit
Planning		