

Performance & Goal Management

Manage employee goals and performance with structured reviews and real-time visibility.

Specification

SKU	BUS-HRS-PRF
Solution area	Business Operations
Works with	Strategy & OKR Management, Employee Lifecycle Management, People Operations Hub, HR Requests & Case Management
Updated	Sep 26, 2026
Datasheet	v1.0

What it is

Performance & Goal Management is the process of setting objectives, evaluating performance, and providing feedback to employees. It ensures that individual contributions are aligned with organizational goals and that employees receive ongoing support and development.

SmartSuite's Performance & Goal Management solution provides a structured, scalable system to manage employee performance, track goals, and align individual contributions with organizational priorities.

It enables organizations to move from disconnected performance reviews and static goal-setting to a continuous, connected performance management system.

Core capabilities

Goal Setting & Tracking

Define and track individual and team goals.

Alignment with OKRs & Strategy

Connect individual goals to organizational objectives.

Automated Review Cycles

Schedule and manage review timelines.

Performance Review Workflows

Manage structured performance evaluations.

Manager & Employee Collaboration

Facilitate shared performance tracking and feedback.

Dashboards & Performance Analytics

Provide visibility into performance trends.

Continuous Feedback & Check-Ins

Enable ongoing communication between managers and employees.

Performance History & Tracking

Maintain records of evaluations and progress over time.

Role-Based Access & Governance

Ensure secure and appropriate access.

The Performance Management Lifecycle

Step 1 Set Goals & Objectives Define performance targets aligned with strategy.	Step 2 Track Progress & Performance Monitor progress and provide feedback.	Step 3 Conduct Performance Reviews Evaluate performance through structured workflows.	Step 4 Provide Feedback & Development Plans Support employee growth and improvement.	Step 5 Adjust Goals & Improve Continuously Refine objectives based on outcomes..
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Who it is for

HR Teams Manage performance programs and review cycles.	Managers Set goals, track progress, and evaluate employees.	Employees / Staff Track goals and receive feedback.
Executive Leadership Monitor performance and alignment.	Operations Teams Ensure alignment with organizational priorities.	

Works with

Strategy & OKR Management Aligns employee goals with business objectives.	Employee Lifecycle Management Tracks performance across lifecycle stages.
People Operations Hub Provides employee identity and role data.	HR Requests & Case Management Supports performance-related workflows.

Built differently. Performance & Goal Management runs on the same relational platform as every other SmartSuite product, so its records link to the risks, controls, issues and evidence they affect, and every report reflects the current state rather than a copy.

See it working with your data

Ask your SmartSuite account team for a demo of Performance & Goal Management configured for your organization, or read the full product entry at smartsuite.com/products/performance-goal-management.

Schedule a demo