PerformSpark

Trainery HCM 1™

Making Performance Reviews *Work*

PerformSpark helps your employees grow faster, stay longer, and achieve more, all from a unified talent management platform.

Performance reviews can act as key operational triggers for a larger process: a continuous growth cycle that links learning, development, and compensation. Reviews highlight strengths, gaps, and ambitions. Learning addresses specific skill gaps. Compensation fosters growth, turning results into retention and motivation. When part of a unified workflow, each element not only functions independently but also supports the others.

Growth is a process, not just an outcome

PerformSpark

Performance
- Reviews
- Goals
- Development Plans
- Check-Ins

O2O™
Onboard-2-Offboard

Compensation Shapes Performance Expectations
Performance Reviews Inform Pay Decisions

Reviews Identify Skills Gaps – Overcome in Next Performance Review
Learning Reflected in Next Performance Review

Learning Progress Reflected in Pay Expectation
Compensation Gaps Trigger Development Plans

Trainery HCM 1™
Powered by **TraineryCORE**™

CompBldr®

Compensation
- Job Descriptions
- Job Evaluations
- Market Pricing
- Comp Analysis
- Total Reward Statement

Learning
- LMS
- Training Management
- Coaching
- Content
- Credential Tracking

TraineryLEARN

Potential starts here.

HR TECH AWARDS
powered by lighthouse research & advisory

2024 WATCH LIST COMPANY
LEARNING MANAGEMENT SYSTEM
TRAINING INDUSTRY

eLearning Industry
★★★★★
Based On User Reviews

PerformSpark

Let's make performance reviews work

When people know their effort leads to real growth and reward, they stay motivated. PerformSpark helps you move from process management to growth architect. It's about designing connections, moving from disconnected processes to an integrated platform that links people, performance, learning, reward, and retention.

✔ **Reviews aren't one-and-done.** They kick off learning journeys and promotion paths.

✔ **Learning isn't random.** It's based on performance insights and delivered in the flow of work.

✔ **Compensation isn't siloed.** It reflects clear, documented growth and the behaviors that drive impact.

PerformSpark makes managing performance reviews and employee development easy, effective, and even enjoyable

✔ **Choose the right review style** for your team – from 360° Reviews to quick Check-Ins and more.

✔ **Set and track goals** at the team and individual level.

✔ **Pinpoint an employee's performance vs. potential** using the powerful 9-Box Review to create effective career development plans and position your organization for long-term success.

✔ **Develop an organizational skills profile, identify skill gaps, and address missing links** using PIP and IDP learning and development plans.

✔ **Leverage AI** summaries, tone-checking, and coaching tools to improve review outcomes.

✔ **Reduce time and errors** with built-in reminders, role-based templates, dashboards with tailored KPIs, and real-time reports.

REQUEST A DEMO
Trainery.one/demo

Trusted by HR

Manager Friendly Experience
Built for adoption, with guided prompts, AI-assisted feedback, and clear timelines to keep managers engaged, not resistant.

Faster Time to Value
Go live in under two weeks; start seeing engagement lift before your next reviews.

Proven Impact on Performance Culture
Drive 30%-50% more frequent, higher-quality conversations within the first cycle, improving engagement & retention.

Enterprise Grade Flexibility
Configure review cycles by department, manager, or level – without an engineering degree.

Future Ready
Start with the ReviewCloud module and get the TraineryHCM™ centralized platform. When you are ready, integrate the TraineryLEARN module(s) and/or CompBldr® compensation management.

Potential starts here.

Move from disconnected processes to a growth-oriented platform

Plan & Align

✔ **Configure Review Types** (Annual, Check-in, IDP) by role, level, or department
✔ **Align to SMART Goals** or Competencies
✔ **Launch Cycles** with automated reminders
✔ **TRAI™** artificial intelligence suggests optimal review timing based on prior feedback patterns & engagement history

Review & Coach

✔ **Managers** receive structured prompts, feedback examples, and progress nudges
✔ **TRAI™** recommends talking points based on historical reviews, goals & conversational themes
✔ **Past Review Summaries**, goal lookbacks, & team calibration insights
✔ **HR Dashboards** provide real-time visibility into completion, quality & risk areas

Trigger & Follow-Through

✔ **Assign Development Plans or Learning Paths** based on review results
✔ **TRAI™** suggests relevant courses or coaching modules from TraineryLEARN
✔ **IDPs** flow into L&D and performance flags routes to pay calibration in CompBldr™
✔ **Close the Loop** with data flowing across performance, pay, and learning – powered by TraineryCORE

PerformSpark Features

Reviews & Cycles
✔ 360° Reviews
✔ Ongoing/Check In Reviews
✔ Goal Management
✔ 9 Box Reviews
✔ IDP
✔ PIP
✔ Progress Reporting
✔ Quarterly, Annual, Custom Cycles
✔ Manager Collaboration
✔ Review Sign-Off
✔ AI Assisted Reviews, including Tone Check

Reporting & Analytics
✔ Review Style & Cycle Management
✔ Role-Based Reports & Dashboards
✔ Employee Portal
✔ IDP & PIP Tracking
✔ Skills Gap Reports
✔ Workflow Analytics
✔ High Potential & At Risk Identification
✔ Template Management
✔ Multiple Export Formats

Administration
✔ Drag & Drop Content
✔ Attribute/Competency Library
✔ Role-Based Participation
✔ Review Sign-Off
✔ Notifications & Alerts
✔ Activity & Compliance Management
✔ HRIS Integration
✔ AI Assisted Import of Historical Records
✔ Centralized Organization & Employee Mgmt
✔ Role-Based Modular Access
✔ Up & Running in Two Weeks or Less
✔ Onboarding Support

Integrations
✔ xAPI Integration
✔ Zoom
✔ MS Teams
✔ Mail & Calendar
✔ Zapier
✔ SCORM
✔ Job Descriptions*
✔ Compensation*
✔ Training Integration*
✔ L&D*
✔ Course Assignment*
✔ Coaching*

* TraineryHCM Modular Solutions

Trainery HCM 1™

HR TECH AWARDS
powered by lighthouse research & advisory

2024 WATCH LIST COMPANY
LEARNING MANAGEMENT SYSTEM
TRAINING INDUSTRY

eLearning Industry
★★★★★
Based On User Reviews

5K+ COURSES

8 SOLUTIONS

50K+ USERS

300+ CLIENTS

TraineryHCM™ Features

✔ A la carte modules

✔ Transparent pricing

✔ Scalable to your needs

✔ No IT infrastructure required

✔ Continuous feature development

✔ Integration friendly

✔ Secure cloud storage

✔ Works on desktop, laptop, tablet and smartphone

✔ 24/7 accessibility

✔ Dedicated customer service from experts

Outstanding Customer Service Satisfaction Rating

With every Trainery solution, you can expect:

✔ A smooth onboarding process

✔ Knowledgeable customer support

✔ Training on feature rollouts

✔ Ongoing education with demos, videos, webinars, articles, case studies, and more

✔ Expert HR & Compensation Consultants available

✔ Diamond Award-Winning Leadership, Organizational Development & Employee Training Experts

Call 800.397.5215 to find a talent management solution that fits your needs. info@performspark.ai

Potential starts here.

TraineryHCM™ | Trainery.one | 800.397.5215 | info@performspark.ai

HR TECH AWARDS
powered by lighthouse research & advisory

2024 WATCH LIST COMPANY
LEARNING MANAGEMENT SYSTEM
TRAINING INDUSTRY