

# QuercusApp

## for real-time feedback



Traditional cycles of annual reviews, forced rankings and ratings have become increasingly obsolete in today's work environment. The annual appraisal process was often perceived as an exercise in process compliance rather than a genuine tool for driving better performance and more engaged workers. The focus on performance development was often times lost, the performance conversation was mainly focused on 'waiting for the rating' label and the feedback given was usually delayed, unspecific and unstructured.

Today's employees are eager to receive feedback on a regular basis, rather than waiting for the annual or semi-annual feedback discussion. Whether we speak to Millennials, Gen X employees or Baby Boomers, everyone expects timely feedback. Creating a feedback culture is a key goal of the 21st century organization.

## Our proposed solution QuercusApp

KPMG is pleased to present QuercusApp, a cloud-based solution developed by QuercusApp Technologies that reinvents your performance management into a continuous, forward-looking process through real-time feedback.

### Track performance

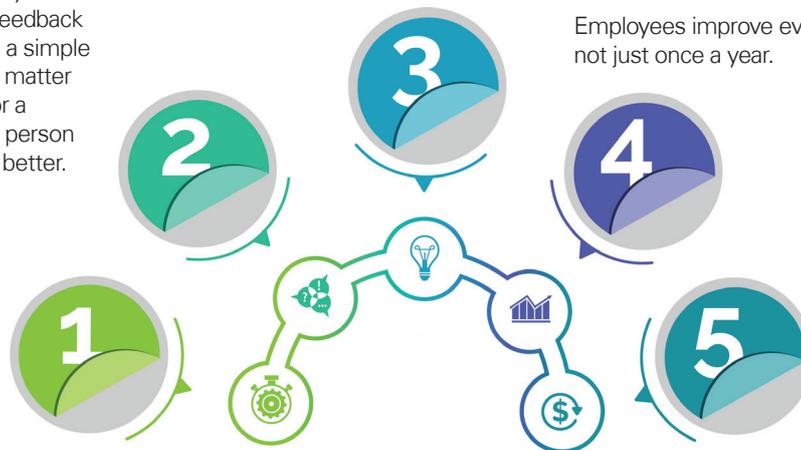
Employees and managers have a constant pulse on their performance.

### Give feedback

Managers and employees can proactively provide feedback in real-time, through a simple click of a button. No matter whether it's praise or a suggestion how the person could become even better.

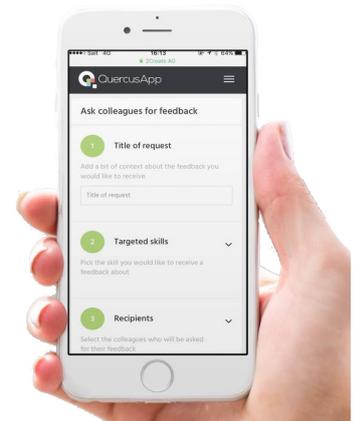
### Improve effectiveness

Employees improve every day - not just once a year.



### Collect feedback

Employees ask for feedback in real-time, wherever they are, through a simple click of a button. It is as simple as that. They can ask their managers, peers or subordinates, anytime they feel they need it.



### Identify areas of strength and skill gaps

QuercusApp is competency-based to make sure the feedback is as specific, relevant and meaningful as possible.

# 3 easy steps

to implement a fully customizable solution

## STEP 3

### Workshop & roll-out

- Pre-launch communication
- Launch Workshop
- Optional: additional training sessions on Feedback for managers

## STEP 2

### Customize platform & set-up

- The platform is customized to reflect your own competencies, best practices and rating scale
- Solution set-up

## STEP 1

### Set framework

- Review competency matrix
- If needed, we can define a competency matrix together that fits your organization
- Decide which features you want to be mandatory and which ones should be optional

# QuercusApp

a solution designed for the benefit of all stakeholders involved

01

### Designed for the best user experience

Performance Reviews are most useful if they are completed. Thanks to an intuitive dashboard, you always know what's going on and can easily coordinate your performance review cycle.

02

### Provide your managers and employees with the easiest and most effective experience to date

With QuercusApp, managers no longer need to remember a year's worth of work for every single direct report. Managers and employees are able to use all the real-time feedbacks, past reviews, and objectives as resources to assist them in completing the evaluation.

03

### Provides HR with a simple and customizable tool

The "Admin" dashboard allows HR teams to have complete control over the review cycle - from defining the review period, creating a thorough timeline with concrete deadlines, and creating custom questions to automatically remind employees to complete their reviews.

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