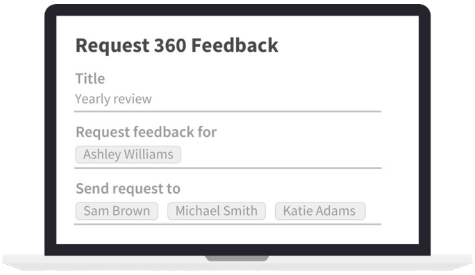
COACH:
Facilitate meaningful one-on-ones with your employees, and go from being a manager to a coach.



Pinpoint where there are opportunities to improve

Don't just rely on proactive feedback-- Solicit 360 feedback from anyone in the organization about your employees' performance, or about your own performance.

- Customize your questions, or use our standard "stop doing, keep doing, start doing" format.
- Keep feedback unified in one place, so it's easy to refer back to and track improvements over time.

Consistently align on goals and expectations

Document performance-related conversations, and see improvements over time. Work with team members to agree on goals, review progress, discuss performance, and make adjustments to behaviors and expectations.

- Managers and employees rate projects and performance "at", "above", or "below", and compare ratings as part of their weekly one-on-one meetings.
- Conversations are focused on actionable coaching around business results and SMART goals.
- View performance metrics by team, by manager, or even by individual employee.
- See progress over time to easily course-correct an employee's performance.

"Our philosophy is to never let anything wait - nothing should ever be a surprise. ***Coach has made my life easier*** *and it's made the whole team's life easier."*

Aidan Fitzpatrick
Founder & CEO @ Reincubate

Employees are **16% more likely** to say they will still work at an organization in one year when their manager has clearly defined their roles and responsibilites.