



UpRaise for

Employee Success

Agile Performance Management add-on for JIRA

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1. Traditional is history

Gone are the days when employees were satisfied when handed a rating at the end of the year, along with a salary increment. The new generation of employees are different: a [PwC survey](#) revealed that nearly 60% respondents would like feedback on a daily or weekly basis—a number that increases to 72% for employees under age 30. This quest for continuous improvement is where Agile performance management comes in. The table below highlights the differences between the two methods:

Traditional Performance Management	Agile Performance Management
<ul style="list-style-type: none">• Annual feedback• Rigid goals• Dictation• Focus on delivery	<ul style="list-style-type: none">• Frequent/real-time feedback• Flexible goals• Collaboration• Focus on growth

The Feedback gap

Constructive feedback helps employees understand their strengths and weaknesses. It also allows managers to support employees in tackling the issues that hamper their productivity. In traditional format, the feedback session happens once a year. Employees have no motivation to perform at their best for the rest of the year, and some pick up speed only during the 2-3 month window around performance appraisal. This defeats the purpose of constructive feedback. Also, employees can give regular feedback to their managers in the Agile method. Highly effective managers accept these feedbacks and improve themselves. Similarly, the stakeholders and customers can share their expectations too. Not addressing the feedback gap that exists in traditional method, is not helpful for anyone involved.

1. TRADITIONAL IS HISTORY

Flexibility of goals

Traditional performance management sets rigid goals that don't account for any changes, and is vastly similar to everyone's in the team. But this method disregards the pace at which people work, and in order to capture that aspect - Individual goals are added under Agile. These are aligned with team goals for consistent growth and development. In case of any change in direction, they are flexible enough to adapt to that change too. Thus, goals for the organisation as well as teams can be designed and modified accordingly.

Room for collaboration

Traditional method depended on training people until they are ready, and then handling them pre-defined responsibilities. Employees were believed to be inherently incapable of setting up their own goals.

On the other hand, Agile performance management lets employees find out their capabilities. Together they can determine a time frame in consensus for achieving their goals. This authority brings in a **sense of accountability** and boosts performance.

Focus on consistent development

Earlier, the performance review of employees was largely dependent on their ability to deliver on time. Their race to fulfil quantity often compromised on quality work. With Agile, managers' can focus on consistently developing their employees through various means. It could be regular feedback, training or even recognition for their work. Developed employees are able to perform better and increase productivity.

Communication that goes both ways

In traditional project management methods, employees feel their work is being dictated to them and they are not a part of a bigger picture. Not only is this unproductive, but can also create resentment among them.

Agile gives employees an opportunity to voice their doubts. A 2-way communication ensures that the managers and employees are on the same page. There is a clear understanding of what is the purpose of their work and what is to be achieved. This ensures they do not deviate from the end goals and work hard to achieve them.

2. Moving to the Agile tunes

The move to agile from traditional methods is difficult. Employees have to understand new processes, grasp underlying concepts, and practice what they've been shown. But learning a new management program in the middle of actual work becomes too tedious, and employees end up filling random data to stay up to date with the requirements.

The solution is simple: Use a tool that seamlessly merges with the organisation's current management platform, and the rate of adoption will go up. **UpRaise add-on for JIRA** is such a tool that helps in building a winning team. It is natively developed for JIRA, and is the FIRST EVER add-on bringing **OKRs**, Continuous Feedback & Performance Reviews to JIRA.

Why JIRA for Performance Management?

'Context is king' went the old adage, and that's what JIRA provides. It has all relevant employee details and other information, and an add-on can utilise these details to provide a robust feedback mechanism. Unlike others, the single source of truth remains JIRA with UpRaise. It doesn't affect the routine workflow to accommodate the new functionalities.

- No better place than JIRA to find context
- No separate system, rapid adoption
- Connect execution with strategy

3. Key Features

UpRaise JIRA add-ons bring the methodology of OKRs to performance management. OKRs are a goal setting methodology that helped Google focus since it was a team of 40 geeks. With OKRs, managers can align efforts like never before. They can provide a systematic approach towards recognition and reviews, while enabling collaboration and helping managers build trust with constant interactions.

Objectives are specific end results that are to be achieved after taking a set of steps. They are Qualitative, Stretch and Timeboxed, with clear ownership. Key Results on the other hand, are measurable & actionable. They need to be achieved in order to successfully complete an objective. KRs are designed to be challenging, but not impossible to achieve.

The OKR Hierarchical View below visualises how the objectives should cascade from the strategy of the organisation.



Based on this principle of Objectives & Key Results, the UpRaise add-on for JIRA provides an integrated platform for performance management. Various aspects of OKRs, like setting goals and tracking them, providing feedback and more, are easily accessible from JIRA.

3. KEY FEATURES

Creating Company, Team & Individual OKRs in JIRA

With UpRaise, you can create **Company OKRs** that focus of the entire company, where top 3-5 objectives can be provided. From these objectives, stem the **Team OKRs** that pertain to specific teams. The members of these teams will get **Individual OKRs**, that focus on individuals, and these should be in the range of 3 to 5 objectives.

Managing OKRs on a familiar platform

By connecting JIRA issues to OKRs, the progress update gets automated. As JIRA is used on a daily basis, goals are always in front of employees, and they can interact with them in the familiar JIRA platform they would've used anyway.

Recognition & Feedback

Employees can provide and request feedback based on a JIRA issue, and ask or offer help. Managers can coach employees who request it, and get feedback on their performance. The feedback provided is easily available for **Quick Reference** too. Feedback tags can be customised to reflect the company culture.

4. Performance Reviews

The Performance Review component simplifies the process so that managers and employees can focus on their job. Features under this section allow for a quick assessment, with complete context.

Pre-built templates

Managers can choose from a list of completely customisable review form templates. These templates address every performance-related communication in various styles, so that managers don't spend time on crafting a mail about the employee's performance.

No need to look for a Question type

Users can access multiple question types that can be customised with UpRaise form builder.

Scheduling questionnaires, and more

To maintain agility, UpRaise lets users create a questionnaire & distribute it as many times. After settling on the questions, all the manager has to do is schedule it.

Get a bird's eye view

UpRaise helps managers find out which employee is behind schedule & who has already completed the process. They can see the progress of the project in their JIRA, without having to use a standalone performance management solution.

Make informed decisions

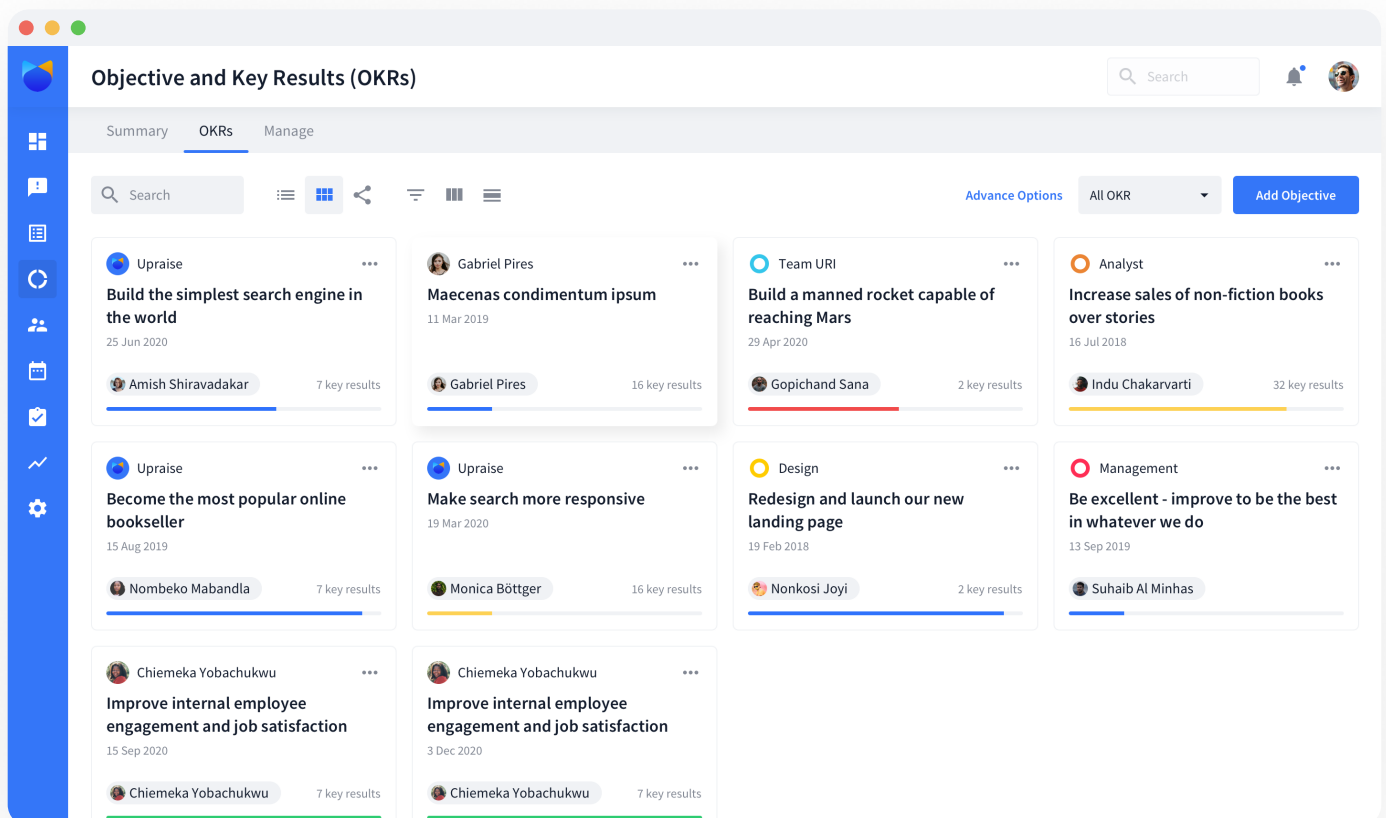
With UpRaise, managers can get context around an issue - such as the number tasks a team member has worked on in the last 15 days. Instead of going through mails and calendars to identify a proper time to congratulate an employee, managers can do it right there within JIRA.

5. See it to believe it

What's better than knowing performance management can be tackled inside JIRA? Seeing it in action, of course. Here are a few screenshots that highlight the intuitive nature of the interface. To see it in action, one can [book a free demo](#) too.

OKRs

This section allows for an easy browsing of objectives across levels in list and thumbnail views.



5. SEE IT TO BELIEVE IT

OKR Details

This functionality lets users view all the relevant & useful details on objective.

The screenshot displays the 'Objective and Key Results (OKRs)' interface in the Upraise application. The interface is divided into a header, a sidebar, and a main content area. The header includes a search bar and a user profile icon. The sidebar contains navigation icons for various app features. The main content area shows a grid of OKR cards, each representing an objective with its key results and progress.

Objective and Key Results (OKRs)

Summary OKRs Manage

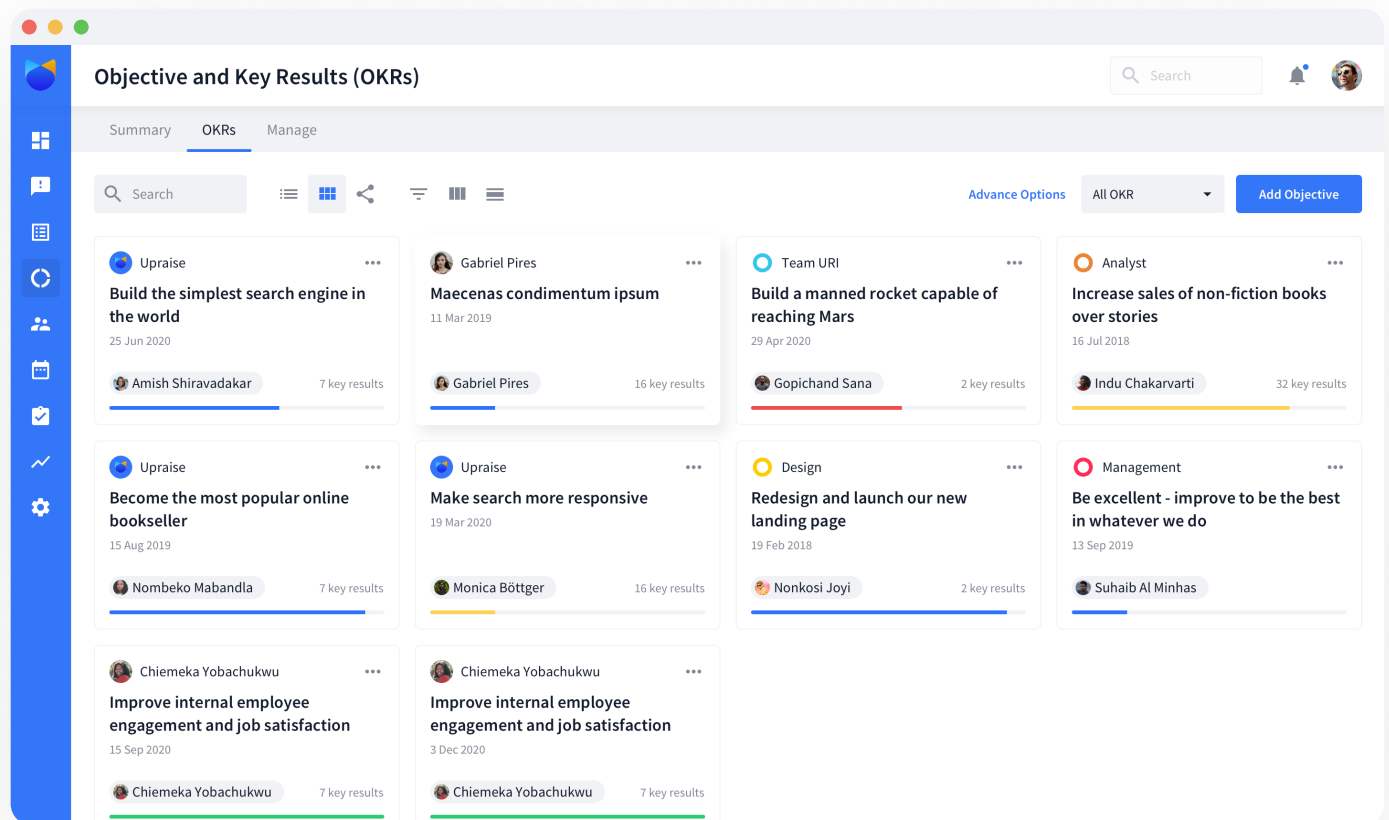
Search Advance Options All OKR Add Objective

Team/Individual	Objective	Date	Key Results
Upraise	Build the simplest search engine in the world	25 Jun 2020	7 key results
Gabriel Pires	Maecenas condimentum ipsum	11 Mar 2019	16 key results
Team URI	Build a manned rocket capable of reaching Mars	29 Apr 2020	2 key results
Analyst	Increase sales of non-fiction books over stories	16 Jul 2018	32 key results
Upraise	Become the most popular online bookseller	15 Aug 2019	7 key results
Upraise	Make search more responsive	19 Mar 2020	16 key results
Design	Redesign and launch our new landing page	19 Feb 2018	2 key results
Management	Be excellent - improve to be the best in whatever we do	13 Sep 2019	7 key results
Chiemeka Yobachukwu	Improve internal employee engagement and job satisfaction	15 Sep 2020	7 key results
Chiemeka Yobachukwu	Improve internal employee engagement and job satisfaction	3 Dec 2020	7 key results

5. SEE IT TO BELIEVE IT

Hierarchy view

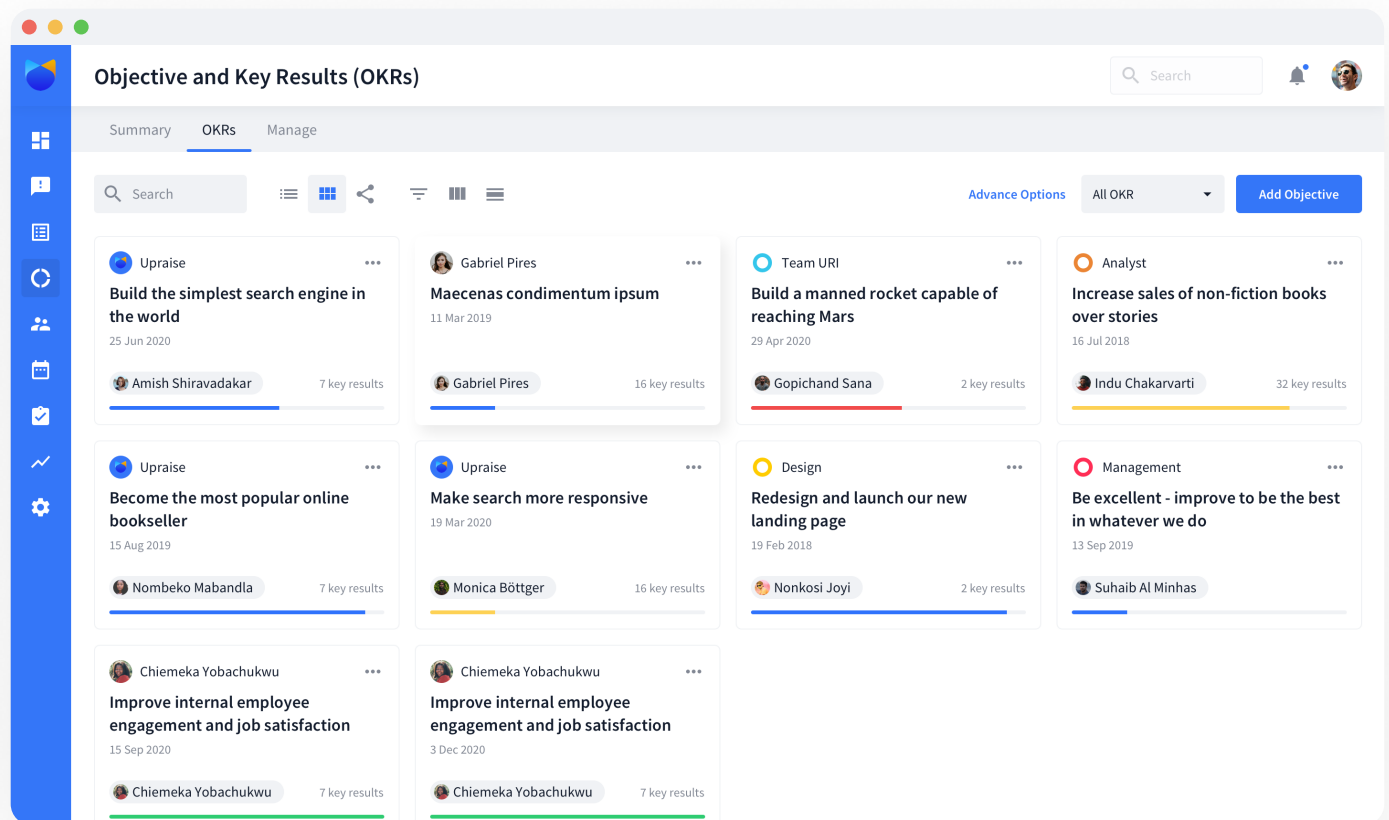
This view visualises alignment like never before, right from individual to team to company OKRs.



5. SEE IT TO BELIEVE IT

Feedback

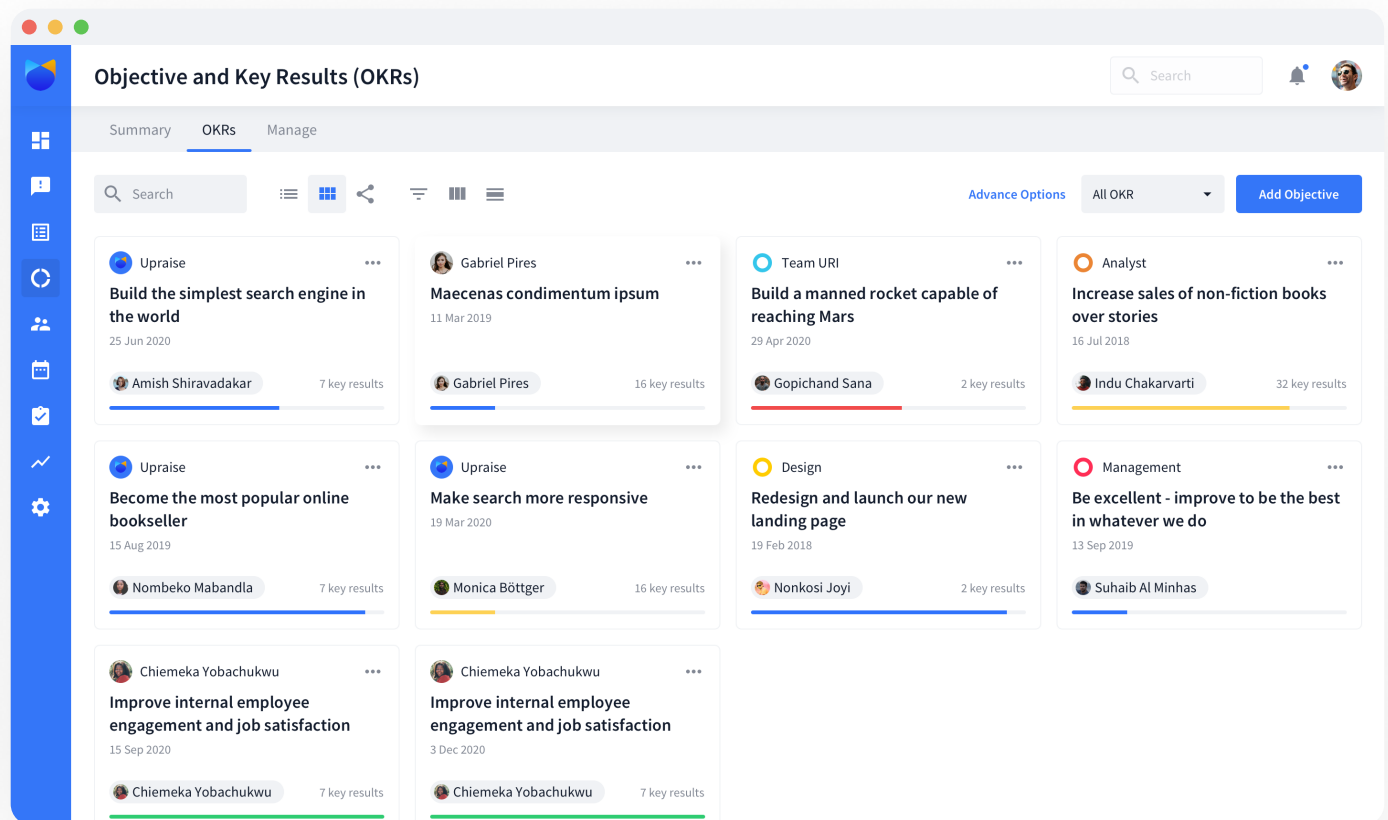
The prompt encourages constructive & healthy communication among team members.



5. SEE IT TO BELIEVE IT

Form Builder

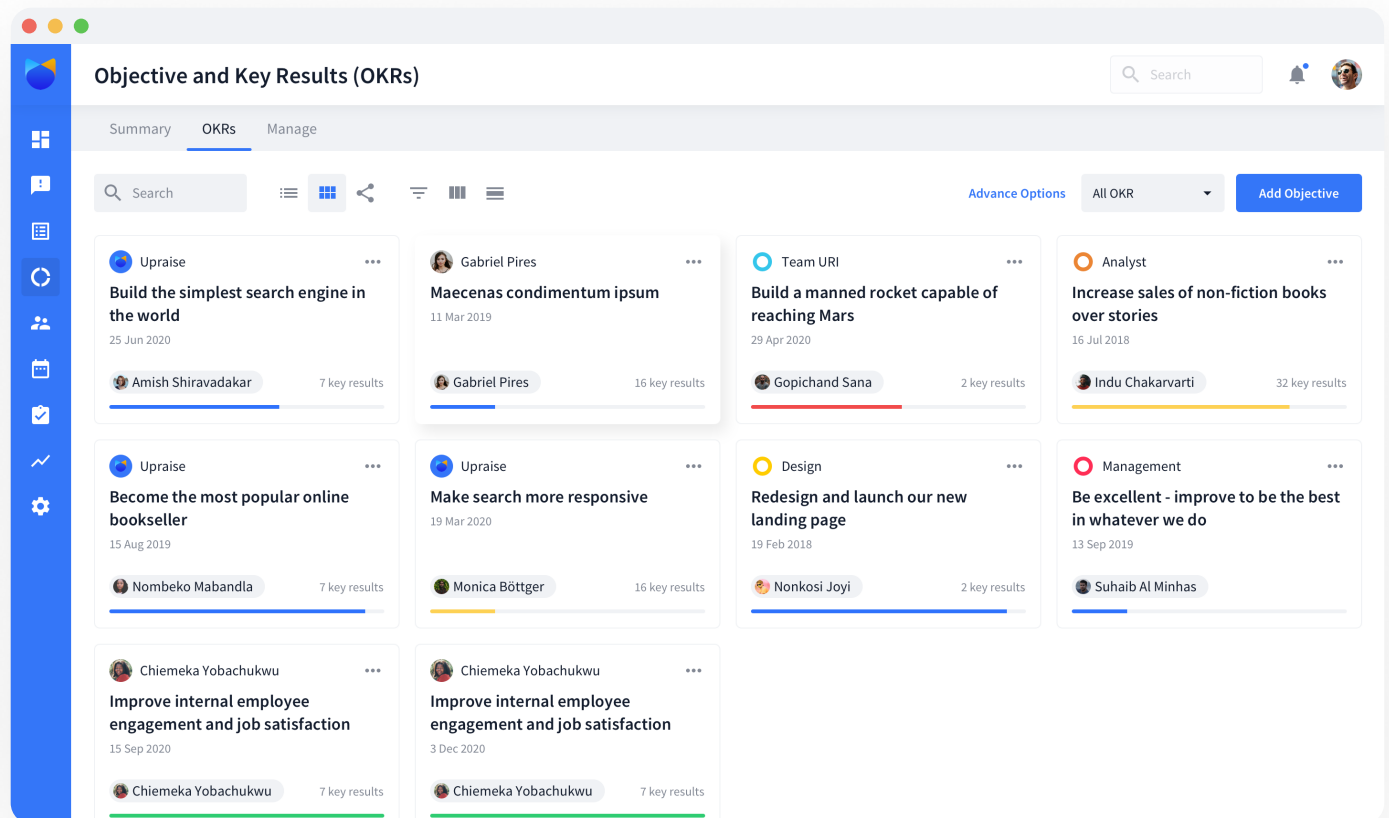
Lets managers and other users build review forms with different question types that are completely customisable.



5. SEE IT TO BELIEVE IT

Company Dashboard

This feature lets managers keep an eye on company-wide progress & activities.



About UpRaise

UpRaise is the only context aware, full stack app that seamlessly integrates with daily workflows of software development teams. Its **“Re-architect Work”** principle guides teams towards excellence through improved overall efficiency of people operations, better alignment to organisation’s larger goals, increased engagement and improved transparency.

UpRaise helps organisations achieve operational and intellectual excellence with Employee Success, a JIRA-based comprehensive Employee Performance Management platform. Natively developed for JIRA as a plugin, Employee Success includes enterprise grade features such as Objectives Management, Continuous Feedback & Performance Reviews. Other UpRaise solutions like Employee Garrison and Upraise People, simplify employee management. They enable management of employee records, leaves, OKRs, feedback & reviews, and more – within Jira.

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