



SuccessFactors® Expertise.
Delivering HCM Results.



SAP SuccessFactors®: Performance Management & Goal Management

Strategic Goal Alignment.
Continuous Performance. Real Results.



You Have the Platform. Now Make It Perform.

SuccessFactors gives HR leaders the tools, but too often, the full value stays locked behind outdated processes and disconnected practices. This guide shows how EIR helps organizations move beyond basic implementation to fully activate SuccessFactors for strategic performance and goal alignment: connected insights, employee development, and HR that drives business outcomes.



Core HR



Recruiting &
Onboarding



Learning &
Development



Performance
& Goals



Compensation



Succession
Planning



Platform
Support



Annual Reviews Aren't Enough



Performance systems capture data but often fail to inspire action. Reviews become check-the-box tasks. Goals lose alignment. Employees operate in the dark, and managers lack clear indicators to drive meaningful conversations.

SuccessFactors provides the architecture, but it becomes a glorified repository without expert design and adoption support. EIR can help unlock better outcomes, including:

- ✓ Mission-driven goal alignment that connects every employee's efforts to strategic business outcomes
- ✓ Real-time, continuous performance management that fuels growth, not just compliance
- ✓ Transparent performance-to-compensation pathways
- ✓ Reliable historical data access for informed decision-making





Aligning People and Purpose

Where Vision Meets Execution

The strongest performance programs are those that align company goals with employee execution. At EIR, we work with HR leaders to build systems that:

Cascade strategic goals into team- and role-level objectives

Connect day-to-day work to broader business outcomes

Foster employee accountability with tools that guide progress

When every goal tells part of the bigger story, HR gets a more accurate picture of progress, and employees get clarity on where they're headed.



Building a Culture of Feedback and Growth

From Static Reviews to Dynamic Development

At the heart of effective performance management is communication. We help organizations shift from once-a-year reviews to:

Frequent check-ins
and structured conversations

Journal entries
that track wins, growth, and feedback over time

Self-assessments and peer inputs
that create holistic evaluations

These enhancements move performance out of a form and into a real conversation. They also give HR and business leaders a clearer picture of organizational health and how to improve it.

"Many clients look at continuous performance because it's a newer offering... They want to engage employees year-round, not just at the end of the year." KELLI STOCK – EIR CONSULTANT, SME



Linking Performance to Action

Performance Should Drive Decisions

We don't just help you measure effort—we help you reward it. With EIR, performance results directly support:

Compensation planning and equitable pay decisions

Career development and advancement tracking

Identification of emerging leaders and talent gaps

This level of transparency supports fair, unbiased decision-making and builds employee trust.



Implementation That Works

SuccessFactors has the capability. But it only works when it fits your unique workflows. That's why EIR leads with discovery to understand how your business operates, where the gaps are, and what needs to be different.

From there, we:

Tailor the configuration to support your goals

Integrate seamlessly with adjacent systems

Set up the right permissions, roles, and timelines for ease of use

And we don't disappear at go-live. We support long-term optimization, so the system grows with your business.



Outcomes That Matter

EIR In Action – Outcomes That Matter

With EIR, our clients report:



Improved participation and completion of performance cycles



Increased trust in feedback and evaluation processes



Higher employee satisfaction with goal clarity and recognition

Let's make your performance program perform.





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Choosing EIR Means Managing Performance with Intention



Your performance and goals platform should be more than operational—it should be a strategic asset. With EIR, you gain a team that understands HR and SAP SuccessFactors, moves quickly, and delivers lasting value. Let's build a better performance experience—together.

[Contact EIR's SuccessFactors Experts](#)

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Founded in 2007 by France Lampron, a pioneer in HR technology, EIR is built on a passion for innovation and a commitment to excellence. Our collaborative approach and proven expertise ensure tailored, state-of-the-art solutions for every client, solidifying our reputation as a trusted partner in delivering measurable results.

By combining deep expertise with a client-first approach, EIR ensures every engagement produces meaningful outcomes. We transform HCM technology into a strategic enabler of business success, helping HR & HCM teams deliver quality, impactful results that elevate their organizational role.

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