

Splash Perform is coming!

Last year we successfully increased the functionality of Splash by the introduction of **Splash Recruit**, so enhancing the automation and tracking of talent acquisition in Colart. One of the 2020 objectives for the global HR team was to take the increase of Splash functionality further with the inclusion of performance reviews on the system – so removing the need for emPerform, our standalone review system.

Over the last few months, like everyone, we have been distracted by the fall out of COVID-19 and whilst we have been building the system in the background, we realise we have not communicated about what's coming. So, here's a quick summary.....we don't want to bombard you and more information will be coming over the next couple of months!

1. **What is happening?** The emPerform system will be replaced by new functionality in Splash under the My Development tab. The emPerform system can no longer be accessed but don't worry we are in the process of downloading all past reviews.
2. **When will this be happening?** The next communication will give you more details about timings but in summary we plan to engage a few of you around the group to help us start testing the system using the mid-year review as a test case. We will make the mid-year review for the rest of you more of a business as usual discussion and more details will be communicated shortly on what that will look like.
3. **Why are we changing?** We aim to make Splash the centre of all things related to people and integrating these reviews is an important step. Many of you felt that emPerform was too cumbersome and by making this change we can remove cost, increase simplicity and reduce duplication of details. As a company we really believe in the value of the two-way dialogue to help develop our people both personally and professionally and we certainly don't want system challenges to get in the way!
4. **Will it look very different?** The good news is that whilst the functionality is new to **Splash** many of the features will seem familiar...though hopefully simpler!
5. **How do I access past reviews?** Unfortunately, because the systems are different, we cannot transfer past information in **Splash Perform** so the review details for 2019/20 will be sent to you as a report. Reports for prior years will be held by your local HR team should you need to refer to them.
6. **What about Objectives for 2020?** This is one piece of information that we are working to download to **Splash Perform** directly.

In summary, whilst this could just seem like a "system" objective, behind it is our ambition to truly enable more effective dialogue to underpin the nurturing associated with feeling like a family and the quality of performance output resulting from acting like a high performance team.

Further news on this launch with a particular focus on timings and training, will follow over the next few weeks so watch this space.

In the meantime, if you have any questions please contact your local HRBP.