



SAP SuccessFactors

Performance & Goals

1H 2025 Release Briefing

By Lars Ole Dencker





Lars Ole Dencker

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SuccessFactors Experience: Since 2006

Lars Ole Dencker is a highly experienced consultant with 24+ years of experience with SAP HCM and SuccessFactors.

Lars has worked with defining HR processes and implementing HR systems for 12 years with SuccessFactors. Lars holds a professional certification in both Perform & Align and Succession.

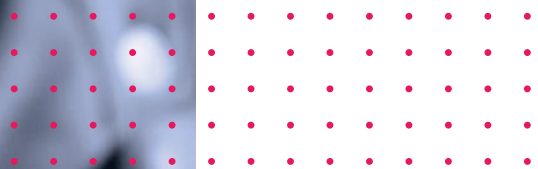
Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map





Most Important Topics



AI-Assisted Performance Insights

The insights are organized into the following sections:

- **Summary:** Provides a high-level overview of the employee's performance.
- **Strengths:** Reveals areas in which the employee is good at.
- **Notable Achievements and Contributions:** Highlights accomplishments that are worthy of recognition.
- **Areas for Improvement and Actions:** Identifies growth areas and provides achievable suggestions for upskilling and career development. With proper permissions, managers can use AI suggestions to generate development goals for the employee.
- **Talking Points:** Offers performance-related topics for 1:1 meetings.

Type: New

Lifecycle: General Availability

Enablement: Contact SAP Account Manager

The level of impact is High. We recommend that you consider implementing this feature Requires AI-units license.

💡 Boost your review with AI-powered insights!

⚡ Regenerate

▼ Insights into Jennifer Lo's Performance

📘 Insights will not be saved on this form. If you use AI suggestions to generate development goals, the goals will be added to this goal plan: 2025 Development Plan.

Summary

During the review cycle, Jennifer Lo demonstrated strong leadership and organizational skills, effectively managing multiple projects and maintaining clear communication with team members.

Strengths

Organizational Skills

Jennifer Lo is extremely organized, which helps in managing multiple priorities without feeling rushed.

Communication Skills

Jennifer Lo has good communication skills, ensuring that expectations are clearly conveyed and questions are promptly addressed.

Detail Orientation

Jennifer Lo is detail-oriented and thorough in work, which contributes to successful project management.

Notable Achievements and Contributions

Project Management

Jennifer Lo has successfully managed projects on budget and on schedule, demonstrating effective leadership.

Team Leadership

Jennifer Lo has taken on the role of Lead Project Engineer, showing initiative and responsibility in managing the team.

Supportive Leadership

Jennifer Lo is recognized as a crucial asset to the team, providing support and guidance to colleagues.

Areas for Improvement and Actions

Interpersonal Communication

Jennifer Lo could benefit from enhancing interpersonal communication skills, particularly in conflict management situations. This improvement is crucial as it will help in effectively handling confrontational scenarios and managing team expectations. A suggested action is to attend e-learning courses focused on resolving conflicts within teams.

Suggested development goal: Develop skills in interpersonal communication to better manage team dynamics and expectations. Use the AI suggestion to generate a goal.

Mentoring Junior Engineers

Jennifer Lo is encouraged to expand knowledge and mentor junior engineers, which is important for fostering growth within the team. This can be achieved by sharing insights and best practices in project management. A suggested action is to set up regular mentoring sessions with junior team members.

Suggested development goal: Establish a mentoring program for junior engineers to enhance their skills and knowledge. Use the AI suggestion to generate a goal.

Talking Points

Discuss the importance of maintaining organizational skills and how they contribute to project success.

Highlight the positive feedback regarding communication skills and encourage continued clarity in team interactions.

Acknowledge the successful management of projects and the role of supportive leadership in team dynamics.

Suggest exploring courses on interpersonal communication to enhance conflict resolution skills.

Encourage Jennifer Lo to take an active role in mentoring junior engineers to promote team development.

▼ Data Referenced

📘 Only available data created from January 6, 2025 to March 28, 2025 is used.

Continuous Performance Management

- Continuous Feedback
- Achievements and Meeting Notes

Performance Management

- Comments on forms
- Feedback provided through Ask for Feedback in Team Overview

7

Latest Experience of Performance Management Forms

In the latest experience, we use a vertical navigation bar, tables, and dynamic side panels to structure form content more closely and intuitively.

- **Vertical navigation:** The form's navigation bar is displayed vertically
- **Tables:** In rating sections, the skills, competencies, or goals are listed in tables, making it easier for users to give and compare ratings.
- **Side panels:** The route map, review items, and some other form parts are interactive.
- **General Information group:** If you want some form sections to be displayed in the side panel rather than in the main view, go to **Admin Center > Manage Templates** and select **Move this section under General Information** for your intended section. Movable sections are Introduction, Review Dates, Employee Information, and custom sections.

The level of impact is High. We recommend that you consider implementing this feature.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the '2025 SFX Masterclass Review for Andrew Jones' form. The interface includes a vertical navigation bar on the left with sections: Route Map, Introduction, Goals (selected), Core Values, Skills, and Overall Score. The main content area is divided into two primary sections: 'Goals' and 'Core Values'. The 'Goals' section contains a table for evaluating accomplishments, with columns for Goal, Rating, and Comment. The table lists four goals, with the second goal, 'Improve customer...', highlighted. The 'Core Values' section is currently empty. On the right side, there is a 'My Evaluation' panel showing a rating of 5 stars and a comment box where the user has entered: 'I have done surveys and can confirm that the time on delivery of product has been increased by 15%'. Below this is a 'Goal Details' panel showing 'Visibility: Public'. At the bottom of the form, there are buttons for 'Complete self assessment' and 'Save'.

Goal	Rating	Comment
Team goal for all in my...	★★★★☆ Meets Expectations	
Improve customer...	★★★★★ Outstanding	
Create 3 customer...	★★★★☆ Meets Expectations	
Conduct preventative...	★★★★★ Outstanding	



2025 Performance Review for Geoff Hill



Geoff Hill
Production Director

Overall Score:
2.0 - Good

Gap Analysis:
▼ 8 ▲ 3

Team Ranker:
No. 2



General Information

Skills

Goal

Performance vs. Potential

Summary

Overall Score



Boost your review with AI-powered insights!

Generate

Our generative AI analyzes feedback, achievements, review comments, and other data about Geoff Hill, providing insights to help you conduct an effective performance review.

General Information



Current Step: **Manager Assessment** Due Date: **08/31/2025** Next Step: **2nd Level Manager Assessment**



Skills



This section is for evaluating the accomplishments of job specific skills.

Universal Rollout of the Latest Goal Management

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Starting with the 1H 2025 release, the latest Goal Management will be universally enabled for all customers.

With this update, all remaining customers still using the legacy version will be automatically upgraded to the latest version. Reverting to the legacy version will no longer be possible. Customers previously excluded from automatic upgrade cycles due to dependencies on legacy Development Goals will remain exempt until they complete their migration to Job Profile Builder or Talent Intelligence Hub.

Users also get the new experience when working with goals in modules that have already integrated with Goal Management, including Performance Management, Continuous Performance Management, Career Development, 360 Reviews, and Card Services.

The level of impact is High. We recommend that you reach out to us if you are still on Legacy Goal management.



Other Release Features

Create Team Goals Using Generative AI

In the latest Goal Management, users can now create team goals using generative AI capabilities.

With dynamic field generation, AI will analyze the complete goal plan template to interpret available fields and generate content accordingly. The number of fields AI can process depends on its capability to understand field names and descriptions.

Therefore, providing meaningful text for <field-description> helps establish context, improving the quality of AI-generated content and ensuring more accurate and relevant goal suggestions.

The level of impact is High. We recommend that you enable and test this feature to fit your process. Requires AI-units license.

Type: New
Lifecycle: General Availability
Enablement: Contact SAP Account Manager

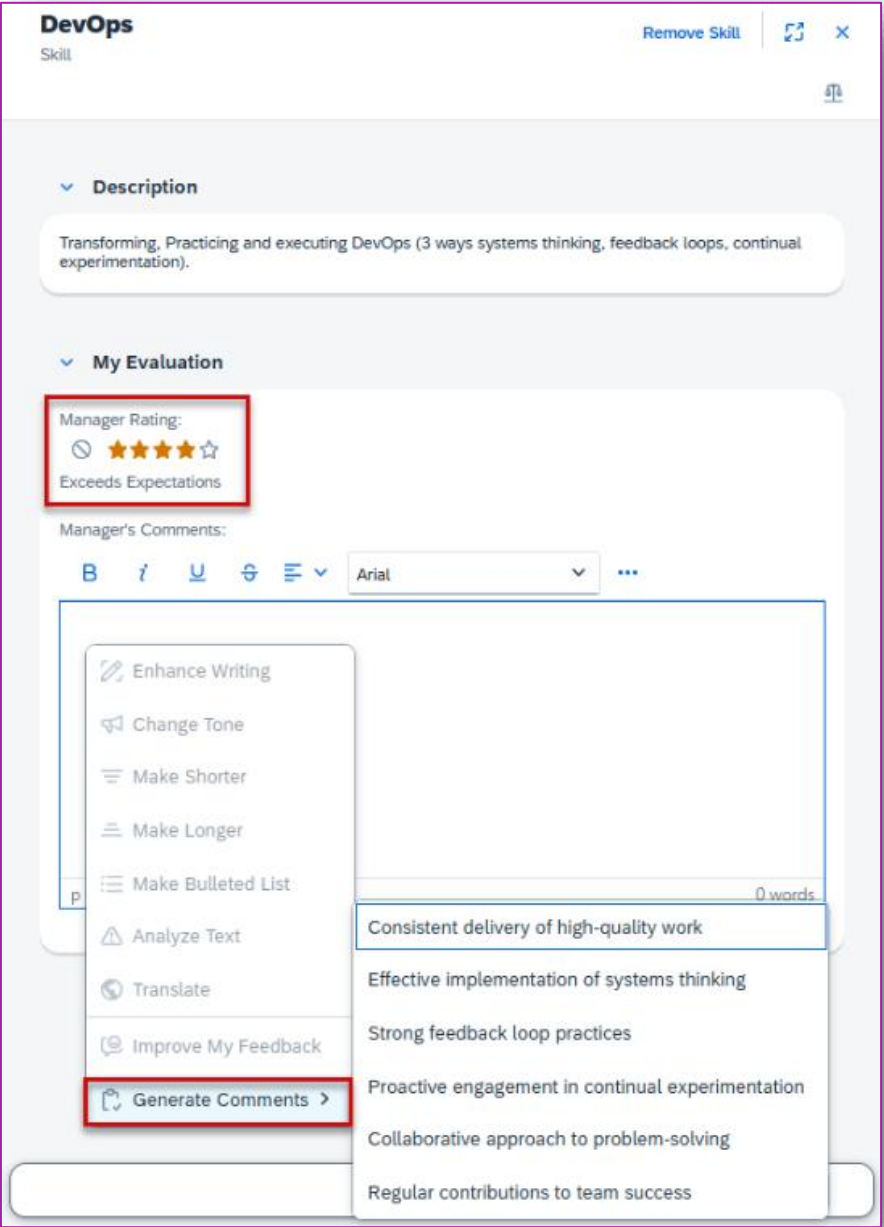
The screenshot shows the 'Goal Creation Options' page in the 'effective people' system. The header includes the logo, a 'Goals' dropdown, and a search bar. The breadcrumb trail is 'My Goal Plan / Manage Team Goals / Goal Creation Options'. The main heading is 'Goal Creation Options'. A personalized greeting 'Hi, Geoff James Hill!' is displayed. Below it, a prompt 'Tell us what you want to achieve:' is followed by a text input field containing 'Improve Production Efficiency by 15% Over the Next Quarter' and a 'Generate' button. A character count '142 characters left' is shown. Under the heading 'Other ways to create a goal:', there are two options: 'Create from Scratch' (with a document icon) and 'Copy from Goal Plan' (with a folder icon), each with a brief description.

Enhanced AI-Assisted Writing in Performance Management

In the latest experience of Performance Management forms, users can leverage two new actions in the AI-assisted writing tool, Generate Comments and Improve My Feedback, to help generate or improve comments for skills, competencies, or behaviors.

When a skill, competency, or behavior item is assigned a rating, users can access the two actions in the comment box for that item, from the context menu of the AI-assisted writing tool.

The level of impact is High. We recommend that you enable and test this feature to fit your process. Requires AI-units license.



Type: Changed
Lifecycle: General Availability
Enablement: Contact SAP Account Manager

Auto-Complete Inactive Users' Performance Forms


You can now automate the process of routing inactive users' forms to completion.

NOTE: For Employee Central customers, if you enable the auto-complete setting, make sure your system is not configured to auto-remove inactive users' in-progress forms. Otherwise, these forms are either removed while still in-progress, or first auto-completed and then removed.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Admin Center

Search for actions or people

☐ Show Signoff routing step names in Signoff Stage

☐ Display Step Start Date

☐ Enable form title editability in Form Info page

☐ Enable Completed Form Item Comment Copy.

Choose when to display the Add/Remove Signer buttons

☒ Option 1 - Allow adding/removing signers only during the Modification stage

☐ Option 2 - Allow adding/removing signers during both the Modification and Signature stages

Warning: Scheduled Form Launches have to be manually adjusted to display the date range changes.

☒ Only create for users who don't have an

existing

 form with an End Date: between

12/30/2025

 and

01/01/2026

☐ Do not allow admin users to edit the date range in the Launch Form tool.

☒ Hide the Export and Export(Compact) buttons for documents in the Completed Folder.

☒ Show digital signatures in Document Print Preview.

☐ Disable Due Date Validation

☒ Disallow users from changing the Start Date

☒ Disallow users from changing the End Date

☒ Disallow users from changing the Due Date

☐ Enable form routing to previous step

☐ Enable SMART Goal Wizard (requires SMART Goal Wizard enabled on goal plan)

☒ Show Manager Rating first for EZ Rater mode

☐ Prevent forms from being created with overlapping date ranges (this applies to all templates with this configuration enabled)

☐ Enforce permissioning for Detailed Document Search & Archive & Print Reporting.

☐ Allow exit step comments to be visible to all participants in a Collaborative (C) Step (only applicable for forms that have not progressed beyond the C Step)

☒ Enable attachments

☐ Disable Table of Contents

Define the PDF file name format:

☒ Form Title and Creation ID

☐ Custom

View List of Available Variables

☒ Transfer Inbox documents for C-Step users during Bulk User Import (Contact Technical Support to enable the feature)

☒ Enable Achievements tab in Performance Goal Section

☒ Display Achievement Feedback for Performance Goal Achievements

☒ Enable Achievements tab in Performance Development Goal Section

☒ Display Achievement Feedback for Development Goal Achievements

☒ Enable New Confirmation Experience for Sending Forms

☒ Show Access to Employee's Growth Portfolio on Performance Management Forms (Prerequisites: You've migrated data to Talent Intelligence Hub and enabled the Growth Portfolio.)

☐ Auto-complete inactive users' Performance Management forms if the job is scheduled

Warning: (For systems with Employee Central) When you enable the auto-complete setting, make sure your system is not configured to auto-remove inactive users' in-progress forms. Otherwise, these forms are either removed while still in-progress, or first auto-completed and then removed.

Update Form Template

The level of impact is Low. We recommend that you enable and test this feature.

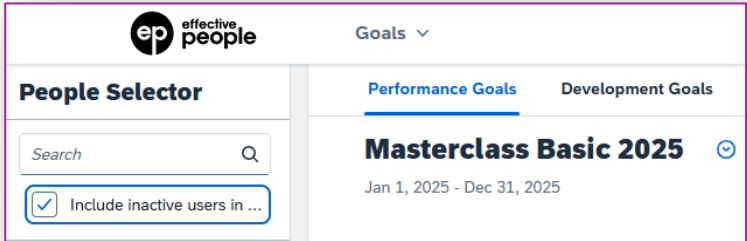


Configurable Inactive User Search in People Selector

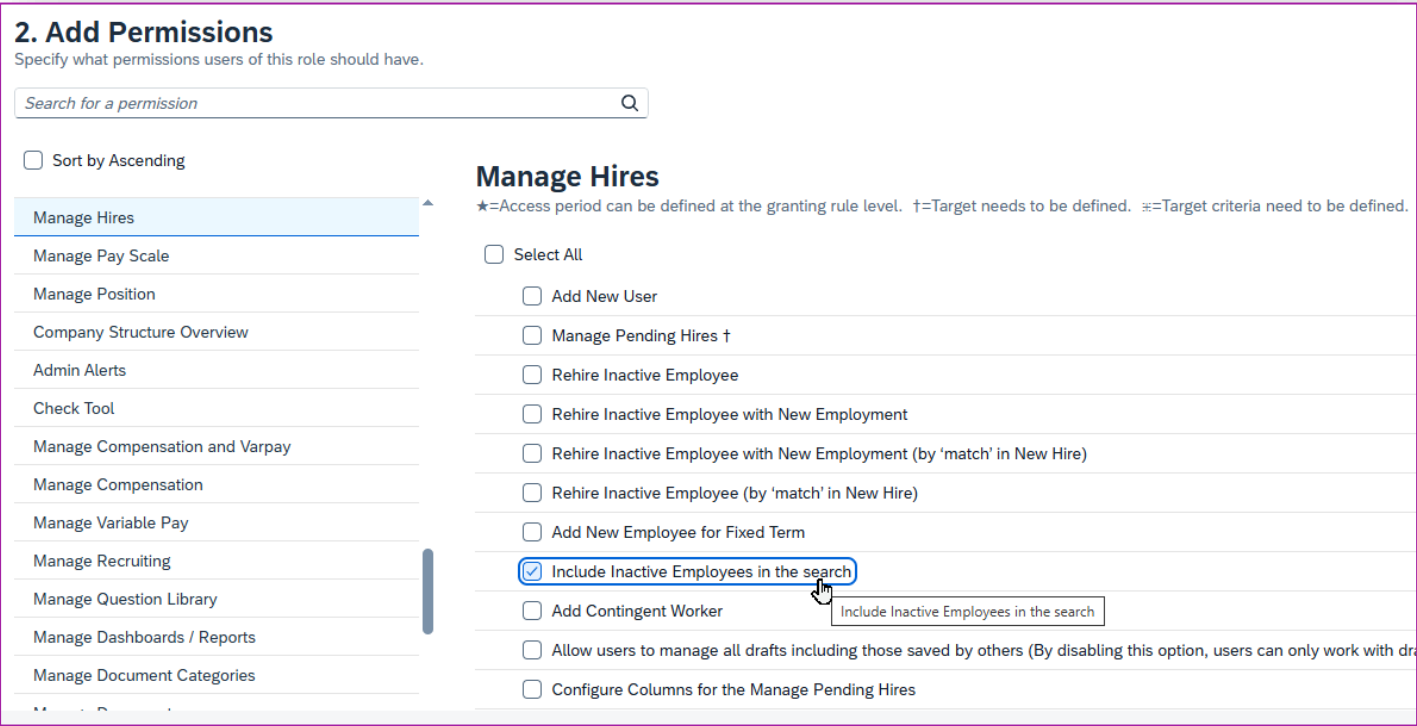
You can now configure whether the Include inactive users in search results option appears in the People Selector on the landing page of the latest Goal Management.

It provides greater flexibility in managing user access, ensuring that employees see only the options relevant to their roles and permissions.

The level of impact is High. We recommend that you enable and test this feature to fit your process.



- Type: Change
- Lifecycle: General Availability
- Enablement: Customer configured



Enhanced Navigation Panel on the Latest My Forms Page for Performance Management and 360 Reviews

SAP made the enhancements to provide a more consistent and intuitive user experience.

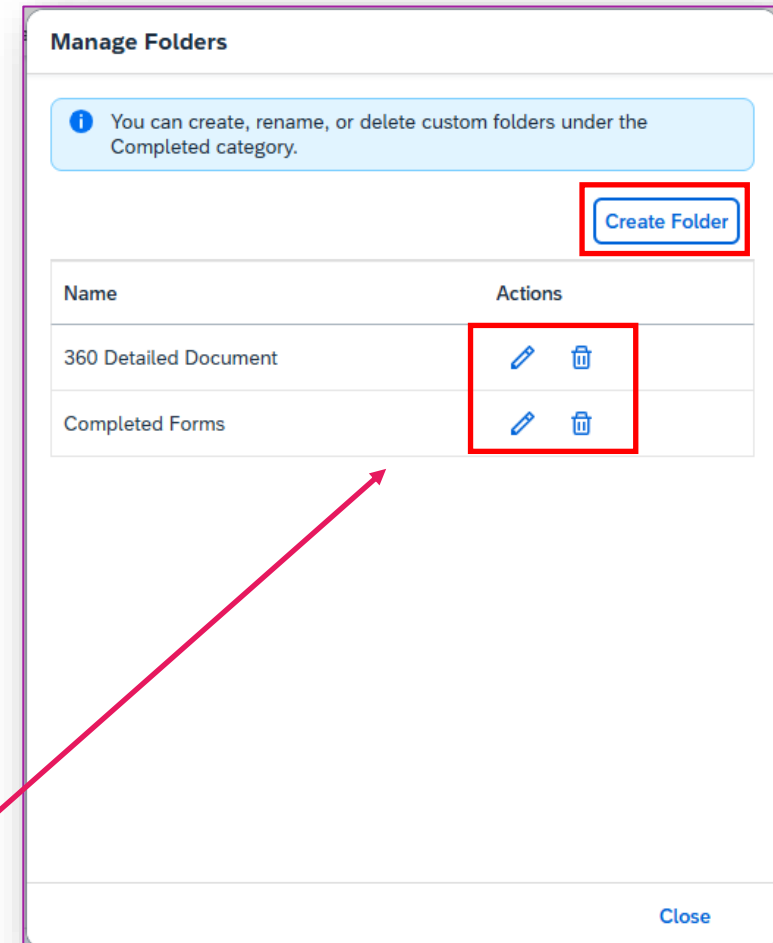
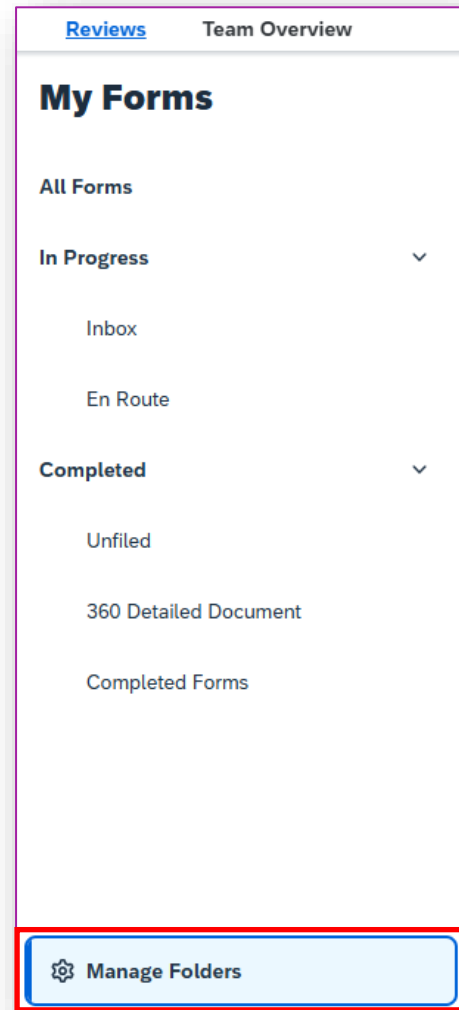
The level of impact is Low. We recommend that you test this feature.



Type: Change

Lifecycle: General Availability

Enablement: Automatically on



Search and Filter Team Goals by Name or Assignee

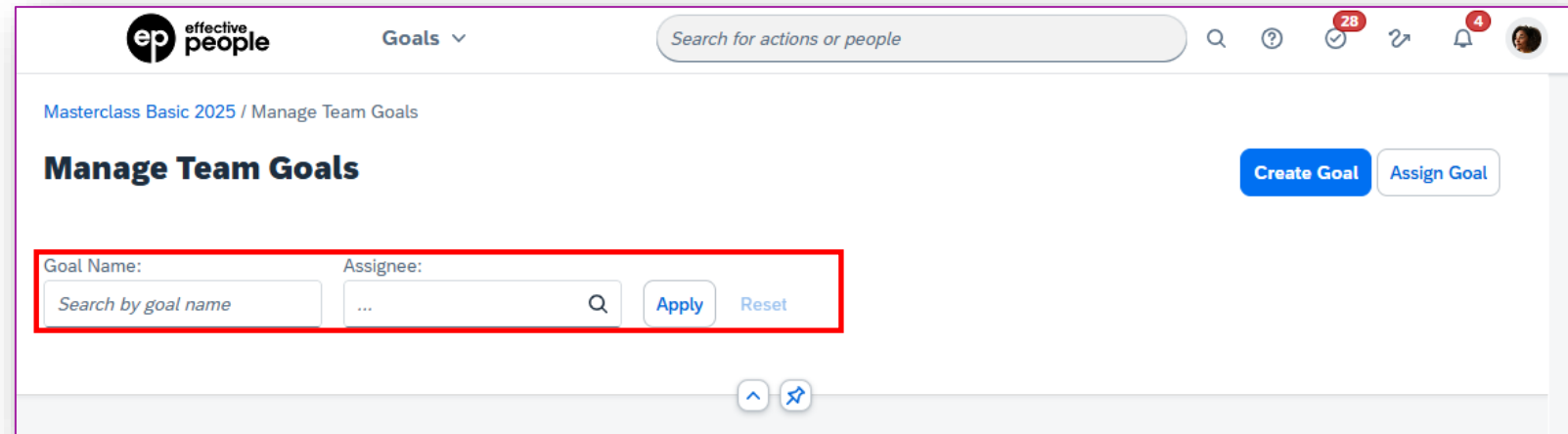
In the latest Goal Management, users can now search for team goals by goal name or assignee directly from the top of the Manage Team Goals page.

They can enter a goal name, an assignee's name, or use both criteria together to quickly narrow down the list of displayed team goals, making it easier to locate and manage specific goals.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



The screenshot shows the 'Manage Team Goals' interface. At the top, there's a header with the 'effective people' logo, a 'Goals' dropdown, and a search bar labeled 'Search for actions or people'. Below the header, the page title is 'Masterclass Basic 2025 / Manage Team Goals'. The main section is titled 'Manage Team Goals' and includes two buttons: 'Create Goal' and 'Assign Goal'. A search bar is located below the title, with a red box highlighting the 'Goal Name' and 'Assignee' input fields. The 'Goal Name' field has a placeholder 'Search by goal name'. The 'Assignee' field has a placeholder '...' and a search icon. To the right of the input fields are 'Apply' and 'Reset' buttons. At the bottom of the page, there are two small icons: a blue up arrow and a blue star.

The level of impact is Low. We recommend that you test this feature.

Update Archived Achievements in Continuous Performance Management

In the Achievements view, users can continue to edit or delete archived achievements.

This enhancement helps employees and managers have a more current review of their performance and goals based on what they've achieved so far, while keeping an accurate record of their past progress in the meeting history.

The level of impact is Low. We recommend that you test this feature.

Type: Change

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'Continuous Performance' interface in the Effective People system. On the left, a sidebar lists 'Channels' with an 'Invite' button, and a 'Manager' section with a list of direct reports including Mya Cooper, Anson Gao, Ben Shervin, Faith Marshall, Jada Baker, Jakki Andrina, James Klein, Ray Akoshile, and Stephanie Thorn. The main content area shows the 'Achievements' view for a specific achievement titled 'First 1:1 pilot meetings executed'. The achievement status is 'Complete', created on Jan 24, 2023, and last updated on Feb 17, 2023. It includes links for 'View Attachments (0)', 'Linked Achievement', and 'Linked Goals (1)'. A red box highlights the 'Edit', 'Request Feedback', and 'Delete' buttons in the top right corner. Below the achievement details, there is an 'Updates' section with a text input field for 'Post an activity update.' and a 'Post' button. A 'Feedback Received (1)' section shows a feedback entry from Lisa Farrell, PMO Metrics Lead, titled '1:1 Feedback Pilot', dated Feb 17, 2023. The feedback text states: 'The team was very open to hear feedback about what they are doing well but also to be aware on what they could improve'.

Subject Employee's Name Added to AI-Generated Comments in 360 Reviews

When users use the Generate Comments option in the AI-assisted writing tool, comments now include the subject employee's name where appropriate.

Reviewers can initiate sentiment analysis of individual comments for a specific skill or competency. This AI-powered feature evaluates input from Detailed 360 Reports, such as skill or competency name, ratings, comments, and rater category, to determine the overall attitude of raters toward an employee.

The level of impact is Low. We recommend that you test this feature. Requires AI-units license

Type: New

Lifecycle: General Availability

Enablement: Contact SAP Account Manager

The screenshot displays the '360 Multi-Rater PDF for Carl Grant' interface. The top navigation bar includes 'Route Map', 'Employee Information', 'Introduction', 'Competency Feedback' (selected), 'Strengths', 'Development Opportunities', and 'Overall Average Rating'. The 'Competency Feedback' section is titled 'COMPETENCY FEEDBACK' and includes an 'Add' button and a 'Stack Ranker' icon. Below this, instructions state: 'Please respond to the following statements as they relate to the person whose name appears on this form. Please select the rating that best describes the individual.' A modal window titled 'Use AI capabilities' is overlaid, showing suggested text for 'Utilizing diverse sources for problem-solving insights'. The text reads: 'Suggested text for Utilizing diverse sources for problem-solving insights: Carl Grant demonstrates a solid ability to gather information from various sources to aid in problem-solving. While there is an understanding of the importance of consulting with others, there is an opportunity to enhance the effectiveness of the questions asked to extract more valuable insights. Expanding the range of sources consulted could further improve the overall approach to acquiring information, ultimately leading to better decision-making and job performance.' The modal also includes a 'Created with AI. Verify results before use.' warning and 'Apply' and 'Discard' buttons. The background form shows a table with columns for 'Competency', 'Rating', and 'Comments', with a row for 'Utilizing diverse sources for problem-solving insights'.

Sentiment Analysis for Detailed 360 Reports

Through sentiment analysis, reviewers can gain insights into the sentiment behind raters' feedback on 360 Reviews forms to better understand employee performance.

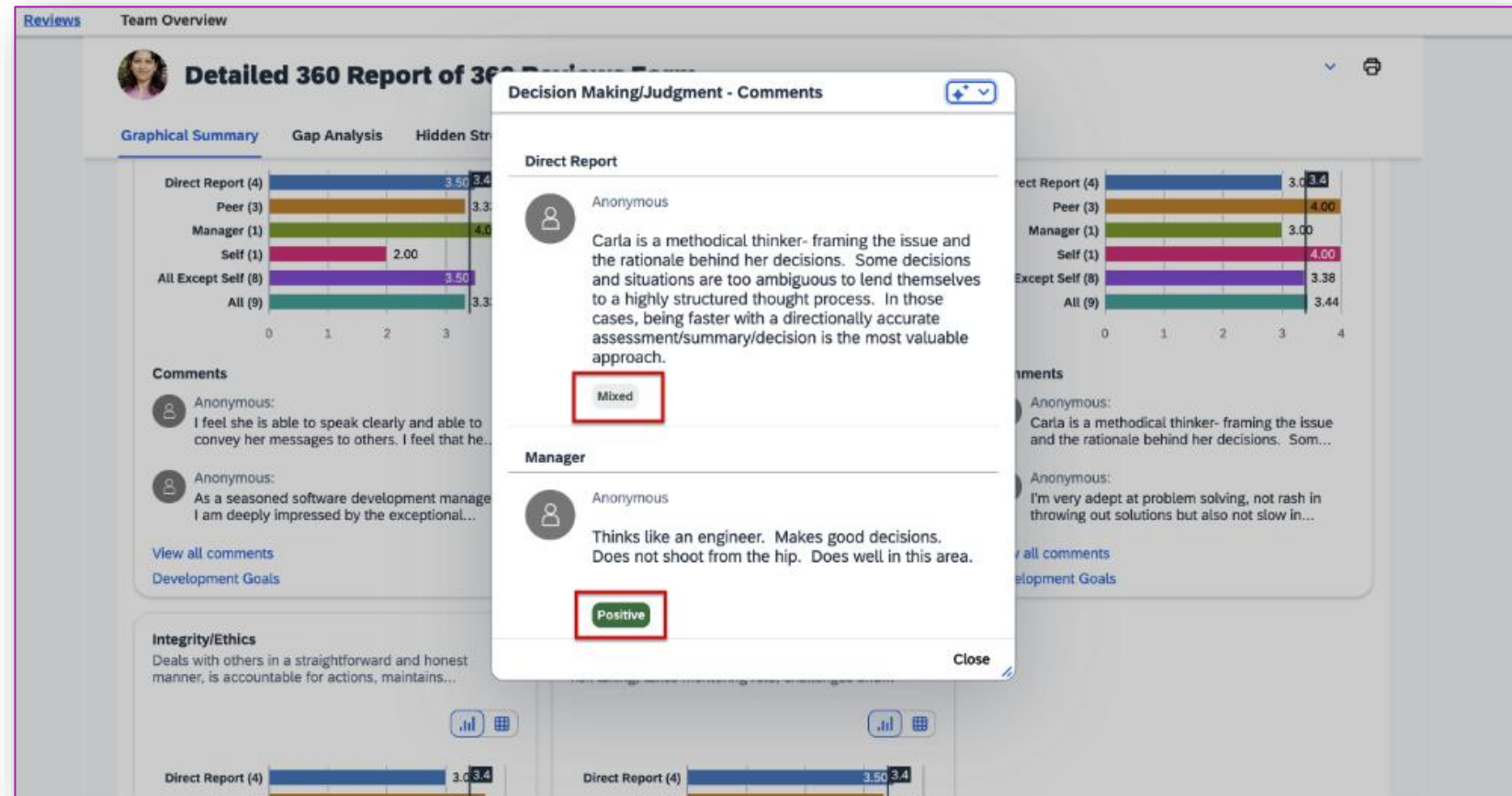
Reviewers can initiate sentiment analysis of individual comments for a specific skill or competency. This AI-powered feature evaluates input from Detailed 360 Reports, such as skill or competency name, ratings, comments, and rater category, to determine the overall attitude of raters toward an employee's skills or competencies.

The level of impact is Low. We recommend that you test this feature. Requires AI units license

Type: New

Lifecycle: General Availability

Enablement: Contact SAP Account Manager



Enhancement to Table Report on Continuous Feedback Data

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Table Report now supports reporting on data of the current version of Continuous Feedback, which universally replaced the previous version in the 1H 2024 release.

Data of these fields in the current version are also reportable:

Feedback Request Topic

Feedback Request Question 1

Feedback Request Question 2

Feedback Request Question 3

Feedback Response Topic

Feedback Response Question 1

Feedback Response Answer 1

Feedback Response Question 2

Feedback Response Answer 2

Feedback Response Question 3

Feedback Response Answer 3

This enhancement closes the reporting gap between the current and previous versions of Continuous Feedback and ensures that users can access and analyze more present data for informed decision-making.

The level of impact is Low. We recommend that you test this feature for your process.

Redesigned Continuous Performance Management Role-Based Permissions

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Continuous Performance Management consists of two parts: Continuous Performance and Continuous Feedback. Each has its own entry on the system's main navigation menu. We now introduce four permissions that separately control the data and UI access for these two parts, so that you can enable users to access either or none of their UI pages without blocking data consumption and integration with other modules.

SAP also modified two permission category names by replacing "**Continuous Performance**" with "**Continuous Performance Management**", as permissions under these two categories also relate to Continuous Feedback.

Continuous Performance Management User Permission

★=Access period can be defined at the granting rule level. †=Target needs to be defined. ≡=Target criteria need to be defined.

☒ Select All

☒ Access Continuous Performance Data †

Allow users to access Continuous Performance ...

☒ Access Continuous Feedback Data †

Allow users to access Continuous Feedback data.

☒ Give Continuous Feedback †

This permission allows user to give feedback to ...

☒ Request feedback from others †

This permission allows user to send feedback re...

☒ Limit about whom feedback can be requested †

When 'Request feedback from others' permissio...

☒ Access Continuous Performance Page †

Allow users to access Continuous Performance ...

☒ Access Continuous Feedback Page †

Allow users to access Continuous Feedback page.

The level of impact is Low. We recommend that you test this feature for your process.

Latest My Forms Page for Performance Management and 360 Reviews Automatically On in All Systems

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The latest version of the My Forms page now officially replaces the legacy version and there's no admin setting to switch to the legacy experience.

The latest experience has been generally available since the 2H 2023 release. Besides all essential features in the legacy page, it provides a more intuitive layout, improved search functions, simplified flows to create and manage forms, and other user experience enhancements.

If you're still on the legacy version, users in your organization will see their My Forms page automatically updated to the latest version as of the 1H 2025 Production release.

The level of impact is Low. We recommend that you communicate this to your organisation.

The screenshot displays the 'My Forms' interface. On the left, a sidebar lists 'All Forms', 'In Progress' (with a dropdown arrow), 'Inbox' (highlighted), 'En Route', 'Completed' (with a dropdown arrow), and 'Unfiled'. The main content area is titled 'Inbox' and includes filters for 'Template' (All), 'Current Step' (All), 'All or Reports Only' (All Employees), and 'Employee' (Search for employee). Below these filters is a table of forms:

Forms (6)				Create Form	Send to Previous Step	Send to Next Step	⚙️
<input type="checkbox"/>	Title	Employee	Current Step	Actions			
<input type="checkbox"/>	360 Multi-Rater Form for Geoff James Hill	Geoff James Hill	Manager approves raters	📅	ℹ️		
<input checked="" type="checkbox"/>	Annual Performance Review for Geoff James Hill	Geoff James Hill	Manager Assessment	📅	ℹ️		
<input type="checkbox"/>	2023 Performance Review Year End Process for Geoff James Hill	Geoff James Hill	End of Year Manager Asses...	📅	ℹ️	🗑️	

Calibration

Enhancements to Executive Review

Executive reviewers can change ratings directly within the Executive Review for employees in in-progress sessions. These changes will be automatically reflected in the sessions as well as in the original data sources.

An Actions dropdown menu is available in the top-right corner of the page, allowing reviewers to perform more actions, such as marking or unmarking employees as "Discussed". Reviewers can also select up to 10 employees to use the stack ranker tool for reviewing and adjusting their ratings.

Opening *** (More) beside an employee's name, reviewers can access more employee information, including source forms, development plans, learning activities, and achievements, if configured.

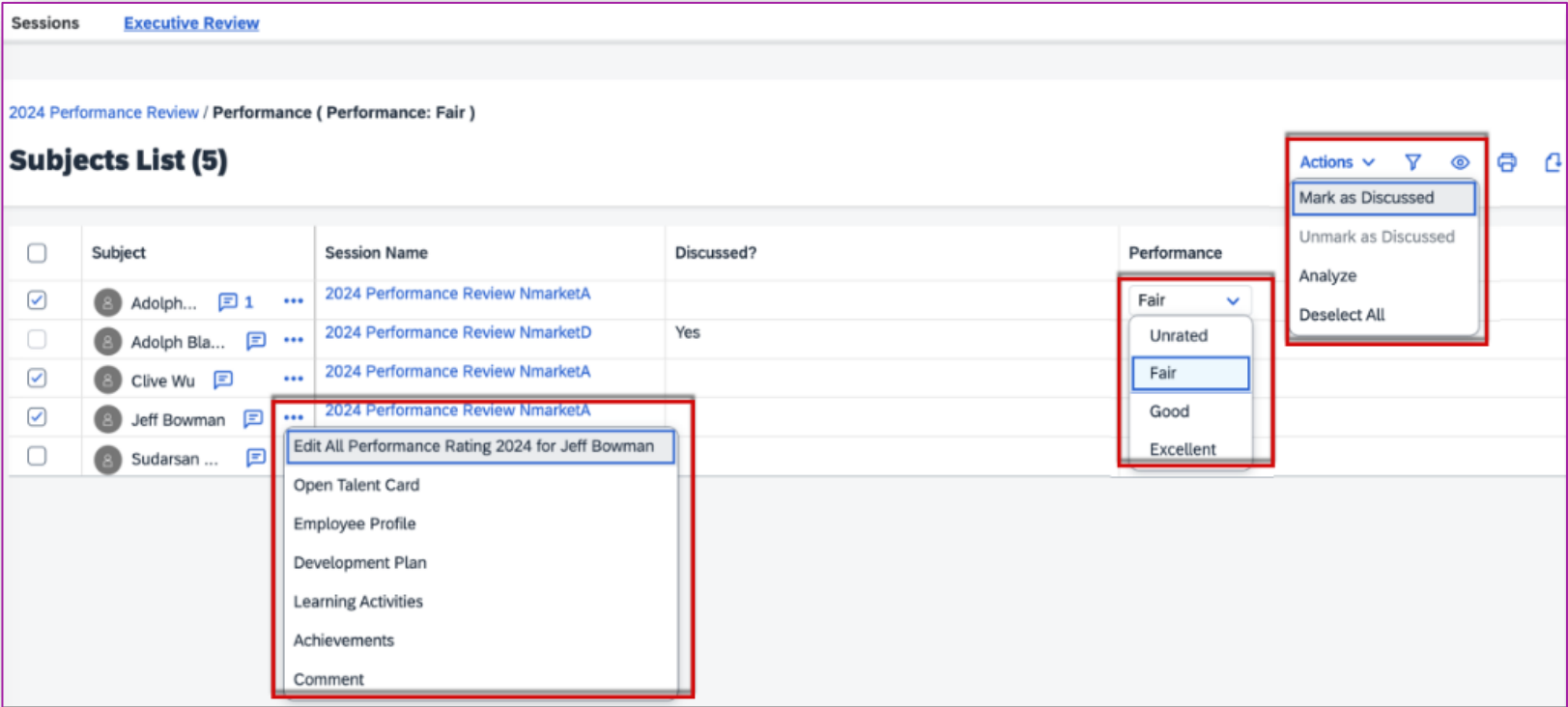
Reviewers can add, edit, or delete their comments for employees.

The level of impact is Low. We recommend that you test this feature.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



Type: New

Lifecycle: General Availability

Enablement: Customer Configured

Goal management assisted by the Joule copilot	Provide a user-friendly, conversational interface using natural language processing. Boost efficiency in goal tracking and status updates. Assist managers in writing actionable feedback. Lower ownership costs with efficient self-service tools.
AI-assisted development goal creation with Joule	Use natural prompts for intuitive, conversational input without needing exact parameters. Offer personalized suggestions based on user role, skills, and location. Streamline goal setting to help users create clear, strategic goals.
Using the Joule copilot for goal management	Quickly see where you stand on each goal. Adjust strategies based on clear progress data. Stay accountable with real-time monitoring. Focus on goals that need more attention. Simplify performance reviews with clear records. View progress in percentages for motivation. Ensure goals align with team and organizational priorities. Encourage collaboration through shared updates and feedback. Use insights to better allocate time and resources. Continuously refine your goal-setting strategies.

The level of impact is Low. We recommend that you test this feature for your process if you have Joule enabled.



Deep Dive Topic

Link an Activity or Achievement to Goals Across Multiple Goal Plans

- In the Continuous Performance page, users can now link an activity or achievement to multiple goals from different goal plans, instead of only one performance goal and one development goal from the default goal plan.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Create Activity

Activity Name: *

Maintenance done for 2024

Status:

Planned

Linked Goals

Performance Goals


Not linked yet

Development Goals

Not linked yet

Attachments (0)

Add



No Attachments

Use the "Add" button to add up to 5 files. Once added, files are uploaded when you choose Save.

Save Cancel

Link Activity to Performance Goals

Goal Plans

Goals

Masterclass Basic 2025

Masterclass Basic 2024

2024 Bonus Goal Plan

My Goal Plan

Search for goals

☐ Create 3 customer references within next year

☐ Team goal for all in my team to be aware of environment

☒ Conduct preventative maintenance on all machines every week

☐ Improve customer satisfaction by increasing on time delivery of product by October 31, 2025

Select Cancel

The level of impact is HIGH. We recommend that you test this feature to confirm functionality.

Link an Activity or Achievement to Goals Across Multiple Goal Plans

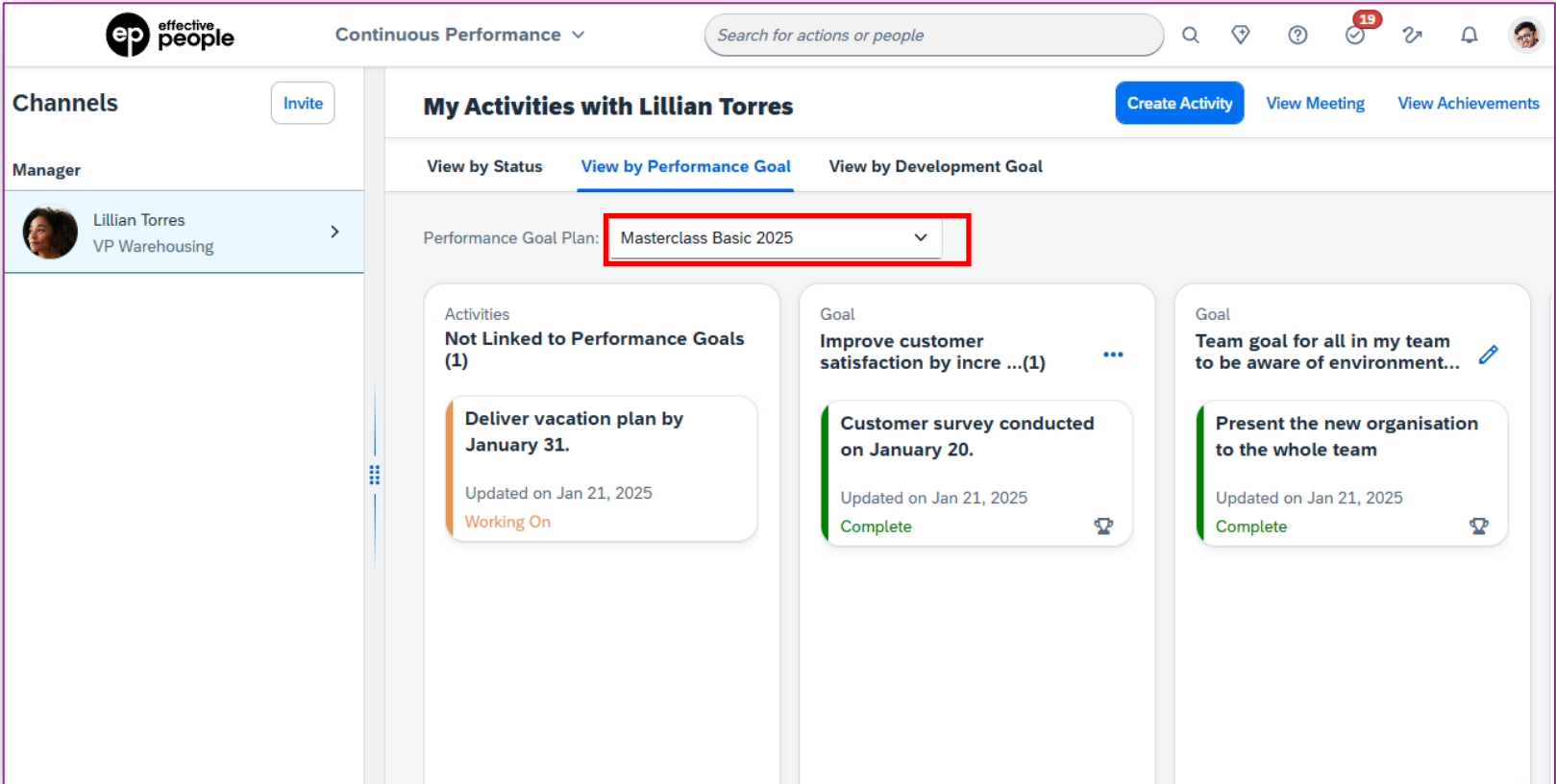
- To align with the upgraded goal linking experience, users are now able to select a goal plan to filter activities or achievements in the Activities view.

Previously, they could only know which activities or achievements were linked to goals from the default goal plan.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is HIGH. We recommend that you test this feature to confirm functionality.

Link an Activity or Achievement to Goals Across Multiple Goal Plans

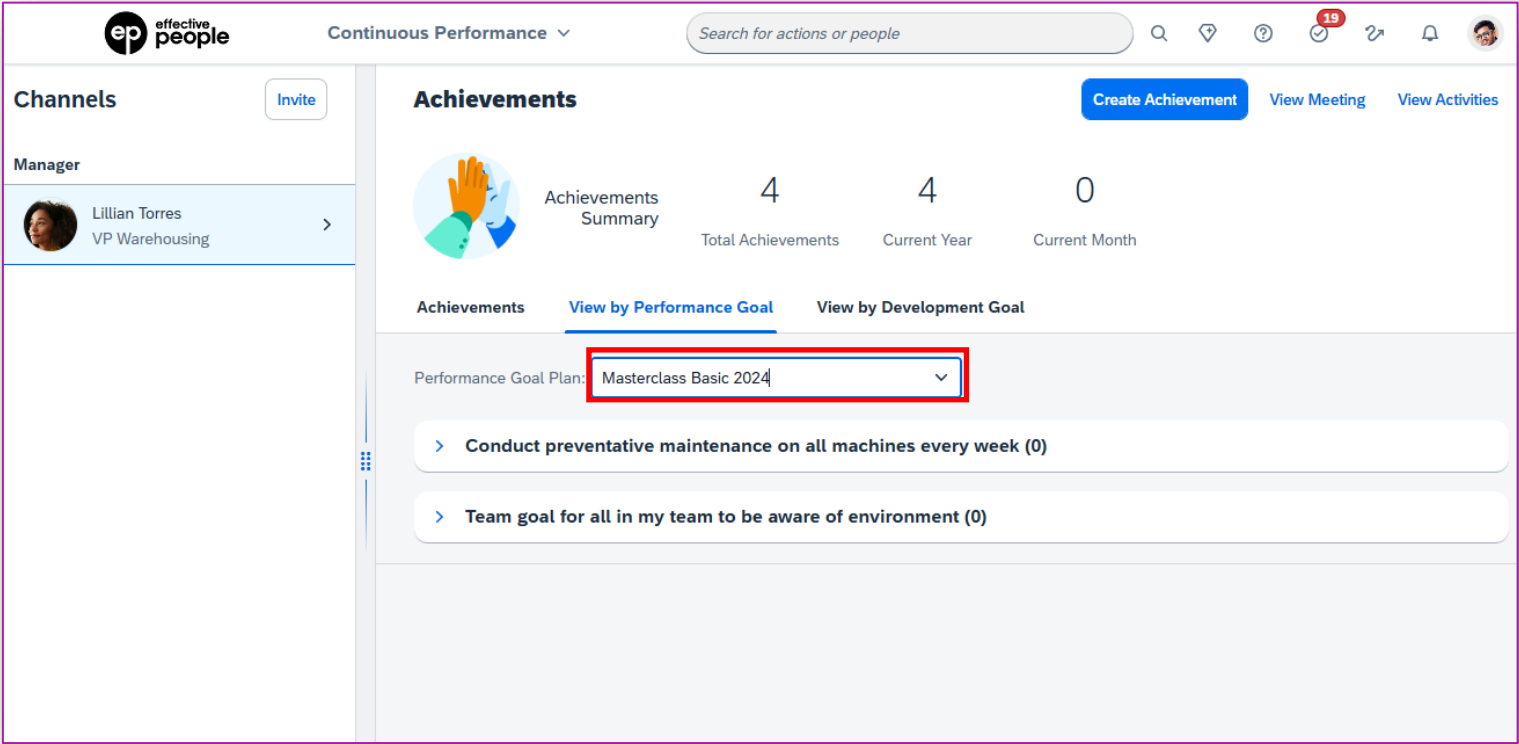
- To align with the upgraded goal linking experience, users are now able to select a goal plan to filter activities or achievements in the Achievements view.

Previously, they could only know which activities or achievements were linked to goals from the default goal plan.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is HIGH. We recommend that you test this feature to confirm functionality.

Link an Activity or Achievement to Goals Across Multiple Goal Plans

- To align with the upgraded goal linking experience, users are now able to select a goal plan to filter activities or achievements in the Meeting, and Meeting History views.

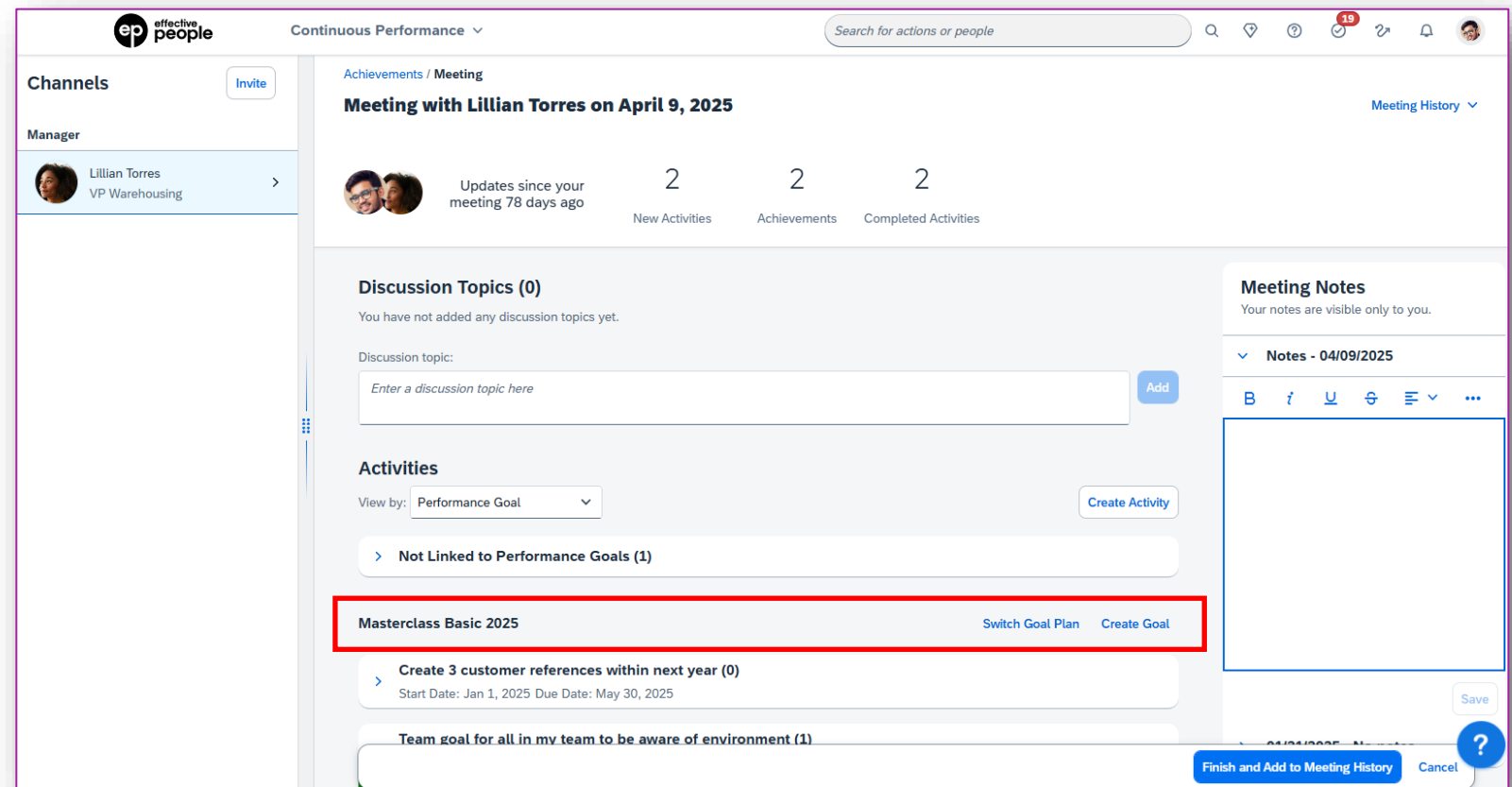
Previously, they could only know which activities or achievements were linked to goals from the default goal plan.

The level of impact is HIGH. We recommend that you test this feature to confirm functionality.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



New Role and Role-Based Permission for Expanded Performance Goal Visibility

Type: New

Lifecycle: General Availability

Enablement:
Contact Enablement Partner

The **Extended EH** role extends the existing EH role and must be configured in the goal plan template xml. It takes effect when the EH role has been configured in the template.

The **Extended EH for Performance Goals** is accessible through **Manage Permission Roles > Administrator Permissions > Manage Goals** and can be assigned separately for each goal plan template. It allows designated HR users and talent administrators to view and edit an employee's performance goals with greater flexibility. Access is no longer confined to direct reporting relationships but is determined by any target population relationship defined in the RBP, in addition to existing employee-HR relationships.

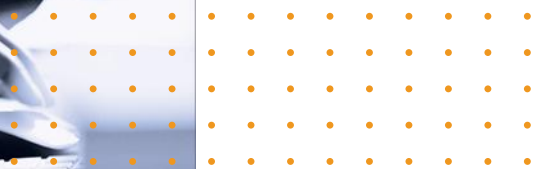
Prerequisites:

- The latest Goal Management is enabled.
- The EH role is configured in the goal plan template.

The level of impact is High. We recommend that you consider using this role and reach out to us.



Product Road Map

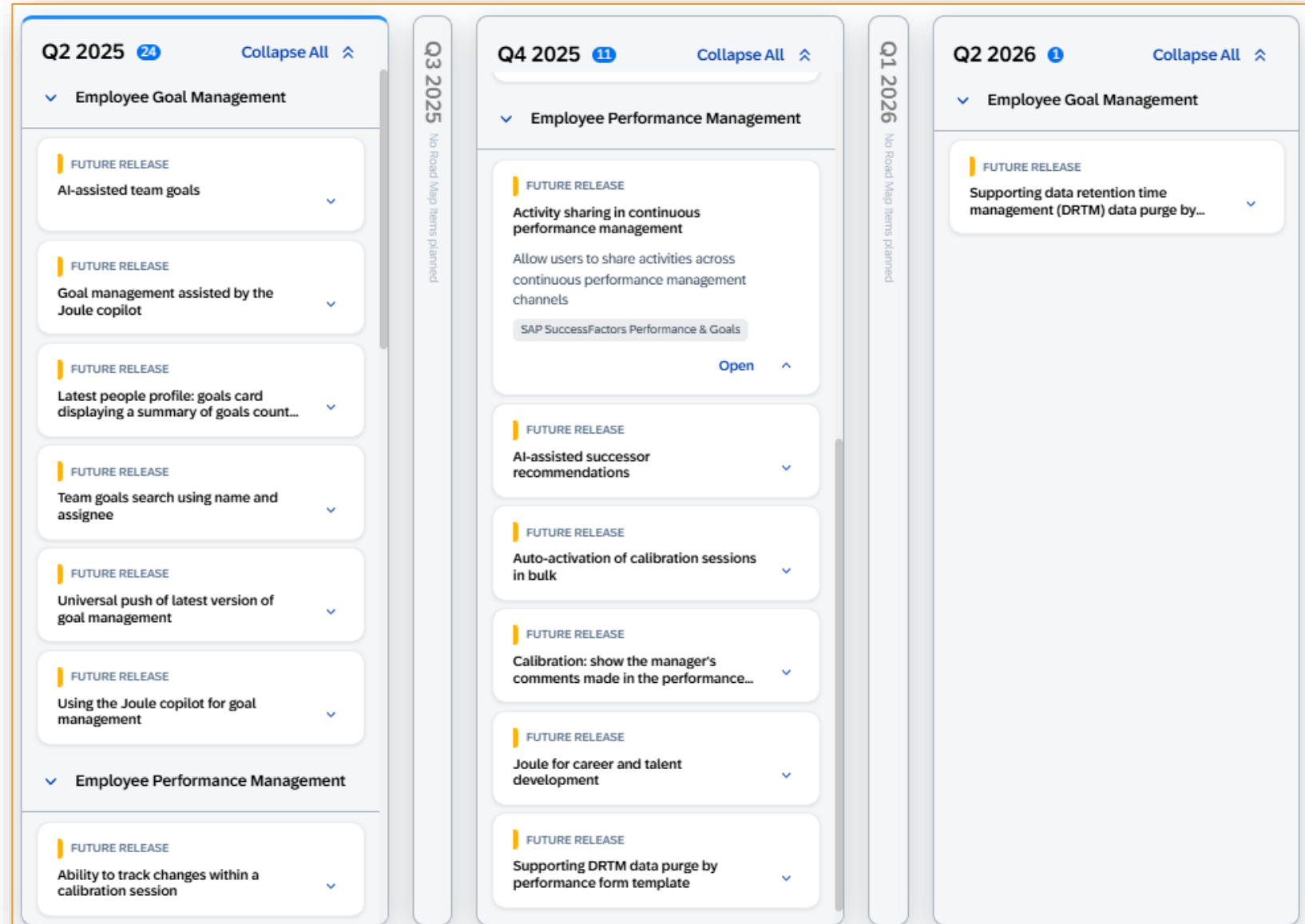


Product Road Map

There are many AI-related features for Performance and Goal Management on the roadmap which can be checked in detail here:

[Performance and Goal Management Road Map](#)

We recommend checking this page occasionally to see when more items are introduced.





Thank You.

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