



People Strategy is Business Strategy

The People Management Platform

Transform your culture around your people

Today's highest-performing companies have realized that in the new world of work, the balance of power has shifted from companies to the people who work for them. Because of this shift, what people expect out of work has changed for good. Business success now relies on strong cultures and engaged teams driven by people strategy, people operations, and people management.



PERFORMANCE

Reviews

Reflect on individual performance and get formal feedback from peers, managers, and direct reports.

1:1s & Updates

Collaborate on and structure meaningful conversations about progress & development and record next steps.

Goals

Understand and align around how to make an impact on your company and career.

Feedback & Praise

Share constructive feedback in-the-moment to drive individual and organizational growth. Recognize everyone on your team for hard work and celebrate wins together.



EMPLOYEE ENGAGEMENT

Run deep-dive Engagement Surveys or continuous Employee Pulse to understand the voice of your employees.



GROW

Lattice Grow inspires the conversations managers and employees need to have to promote each other's career growth.



ANALYTICS

Rich and real-time people analytics. Connected insights about Performance & Engagement together, for the most informed and strategic business decisions.

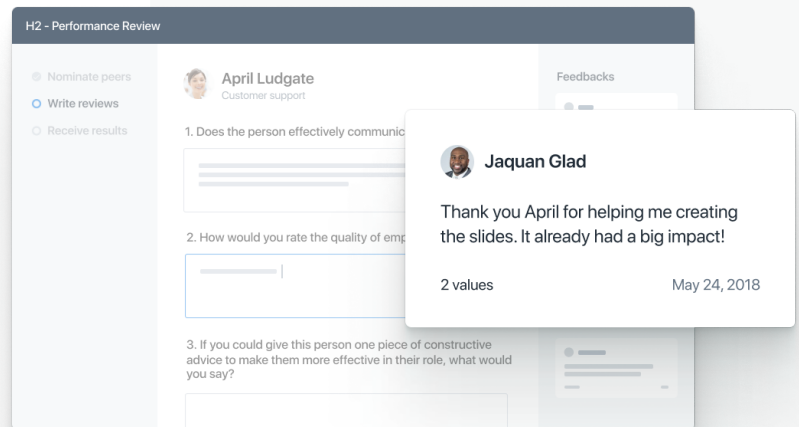
Equip your teams to do their best work



Reviews Fit For Any Team

Run robust 360 performance review cycles or quick developmental cycles whenever your team needs.

- Peer, manager, direct report & self reviews
- Performance analytics
- Customizable and expert-designed question templates
- Goals & Feedback seamlessly integrated with reviews



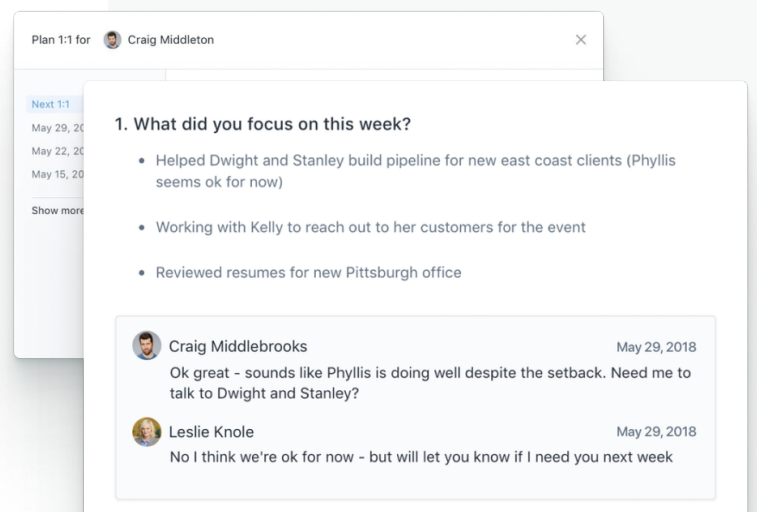
Drive Manager Effectiveness

1-on-1 Meetings

Strengthen manager-team relationships with regular 1:1 meetings. Manage shared agendas, save private notes, and automatically sync with your calendar.

Status Updates

Keep managers and teams on the same page with weekly, bi-weekly, or monthly status updates.

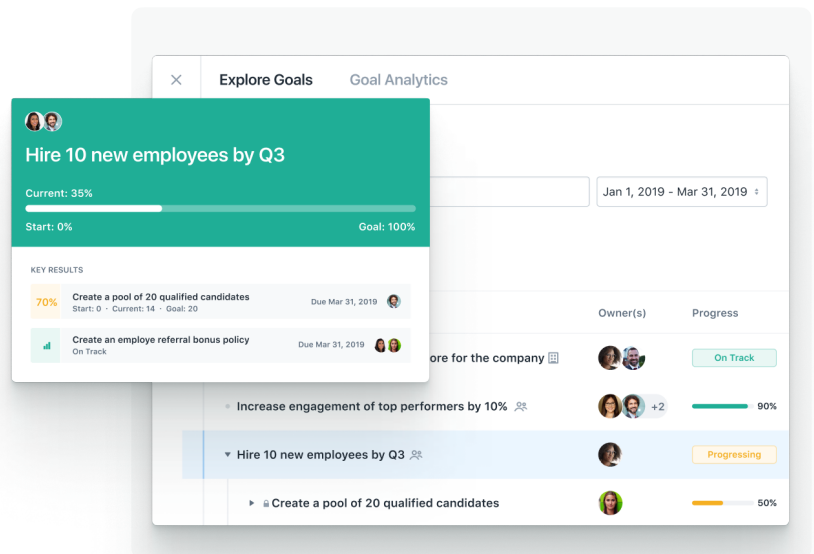


Hold every level accountable



Set, Track, and Crush Goals

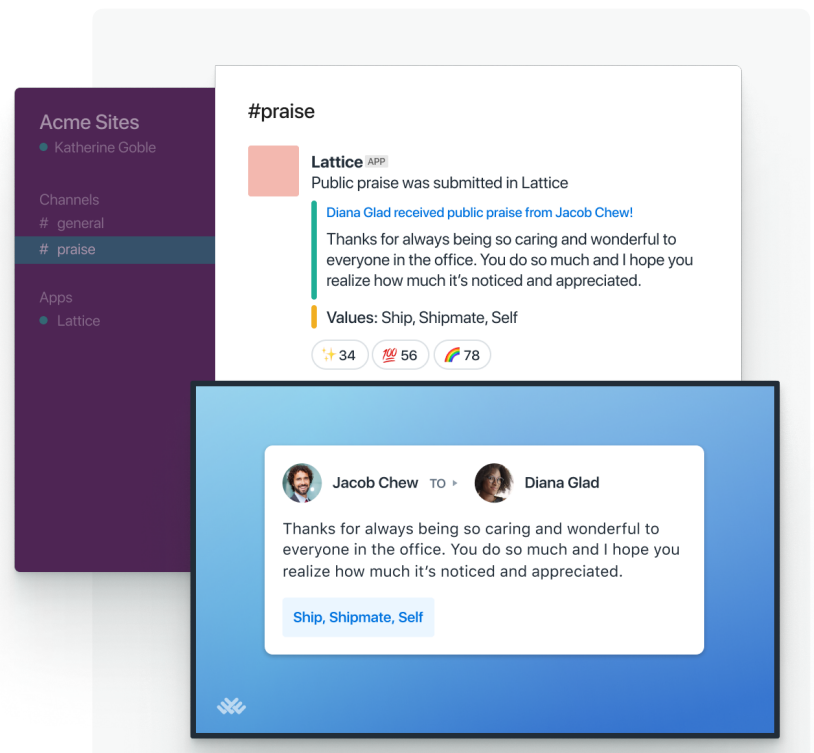
Increase focus, alignment, and transparency with Goals & OKRs. Set objectives at every level to drive individual and organizational impact, and analyze at any point to address issues and ensure business outcomes.



Give Real-Time Feedback

Feedback too often gets lost in inboxes, forgotten — or worst, never shared. With real-time feedback, teams share the fuel for growth as it's necessary. Never wait for the annual performance review again and never lose track of critical feedback or praise.

Share feedback via Slack, Gmail, Outlook, and Lattice Web or Mobile apps. Keep it in context from wherever you are – whether you're writing reviews or sitting on the tarmac.



Give every employee a roadmap for career growth



Make employee expectations crystal clear with competencies & levels

Without clear expectations for how to grow at work, your employees will look for growth elsewhere – that’s a problem, and spreadsheets lost to time aren’t the solution. Competencies, Levels, and Tracks in Lattice Grow provide daily clarity for employees.

Engineering Ladder		
Competencies	IC 2	IC 3
Technical Ability Leverages data, research, and empathy for the customer to challenge investments in search of the best.	You possess basic design, implementation and testing skills, and you work on problems of limited complexity. You use appropriate data structures in code and can implement them. You write clean, well documented code. You can discuss algorithms and their runtime complexity.	You are generally proficient with systems and processes to accomplish your job. You have experience in various technologies, and you can maintain product or system order to solve complex problems.
Execution, Initiative, & Accountability	You have the knowledge of commonly used concepts, practices and procedures of software engineering, and can resolve	You are a solid, productive team member. You understand commonly used concepts

Supercharge your managers to guide continuous growth

With Growth Plans connected to competencies, employees measure their progress and have conversations with managers that make work more meaningful. With Lattice Grow, these conversations are always top-of-mind. By connecting Performance and Growth, employees build plans that fuel career advancement, heighten their trajectory with your company, and boost retention and engagement.

Sabine Yang
Software Engineer

Focus areas
Show active

Technical Ability
Work on problems of moderate scope
Last updated yesterday

Strategic Alignment
Monitor the success metrics next 2 major releases
Last updated yesterday

Technical Ability
Work on problems of moderate scope
Description
• Take on a M shirt project in Q2
• Pair with Tech Lead twice/week
Mar 5, 2020 · Last updated yesterday
Progress

Create growth area
Title
Work on problems of moderate scope
Technical Ability [Unlink](#)
Description
• Take on a M shirt project in Q2
• Pair with Tech Lead twice/week
Growth period
Select duration

Technical Ability
This is the description of the growth area. You can show two lines of text.

Intern
You know and understand the system.

IC 1
You possess basic design, implementation and testing skills, and you work on problems of limited complexity. You use appropriate data structures in code and can implement them. You write clean, well documented code. You can discuss algorithms and their runtime complexity.

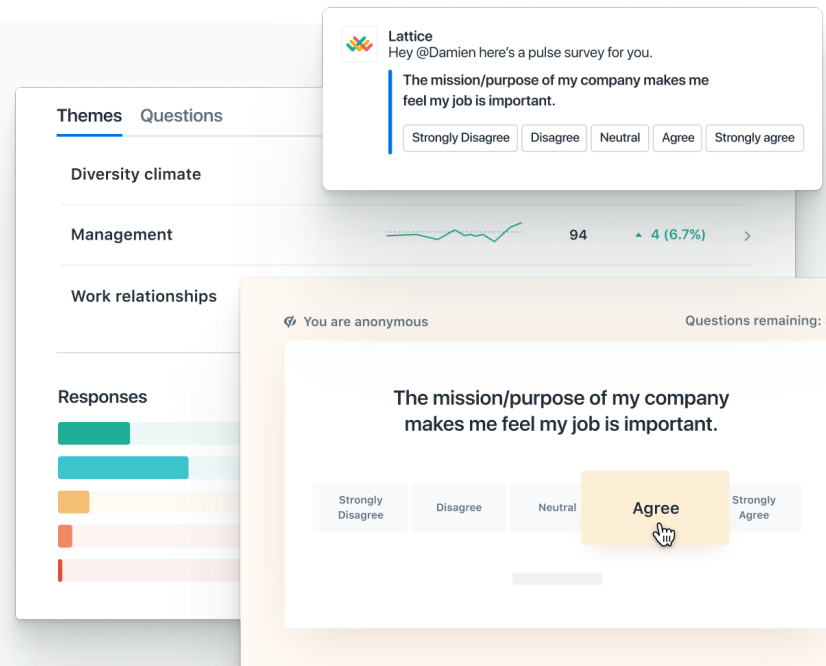
IC 2
You are generally proficient with systems and processes to accomplish your job. You have experience in various technologies, and you can maintain product or system order to solve complex problems.

See your company as your people do

People teams need a comprehensive, continuous, and representative understanding of the Voice of Employee in order to make informed decisions about their people and craft experiences that make work meaningful.

Continuous Employee Engagement

Lattice lets People teams hold a mirror up to their organization and turn culture-building into a science. With continuous and real-time insights on topics like sense of belonging, company pride, and quality of leadership, People teams have the data they need to make the best decisions for their company and their people.



Continuous Employee Pulse

Keep your company values front-and-center to reinforce cultural strength and alignment through wide visibility.

Flexible, Scalable Surveys

Create custom surveys to measure engagement for regular organizational check-ups, retention analysis, following a re-org or major company change.

Real-Time People Insights

Filter results by department, gender, manager or even performance rating to understand what drives top performers and see where and how your organization needs to improve.

Question Templates

Create your own questions or select from our pre-written template bank designed by researchers & academics to be effective and unbiased.

Benchmarks

Gain confidence in your results through context about how your organization measures up to other people-first cultures and teams.

Where You Already Work

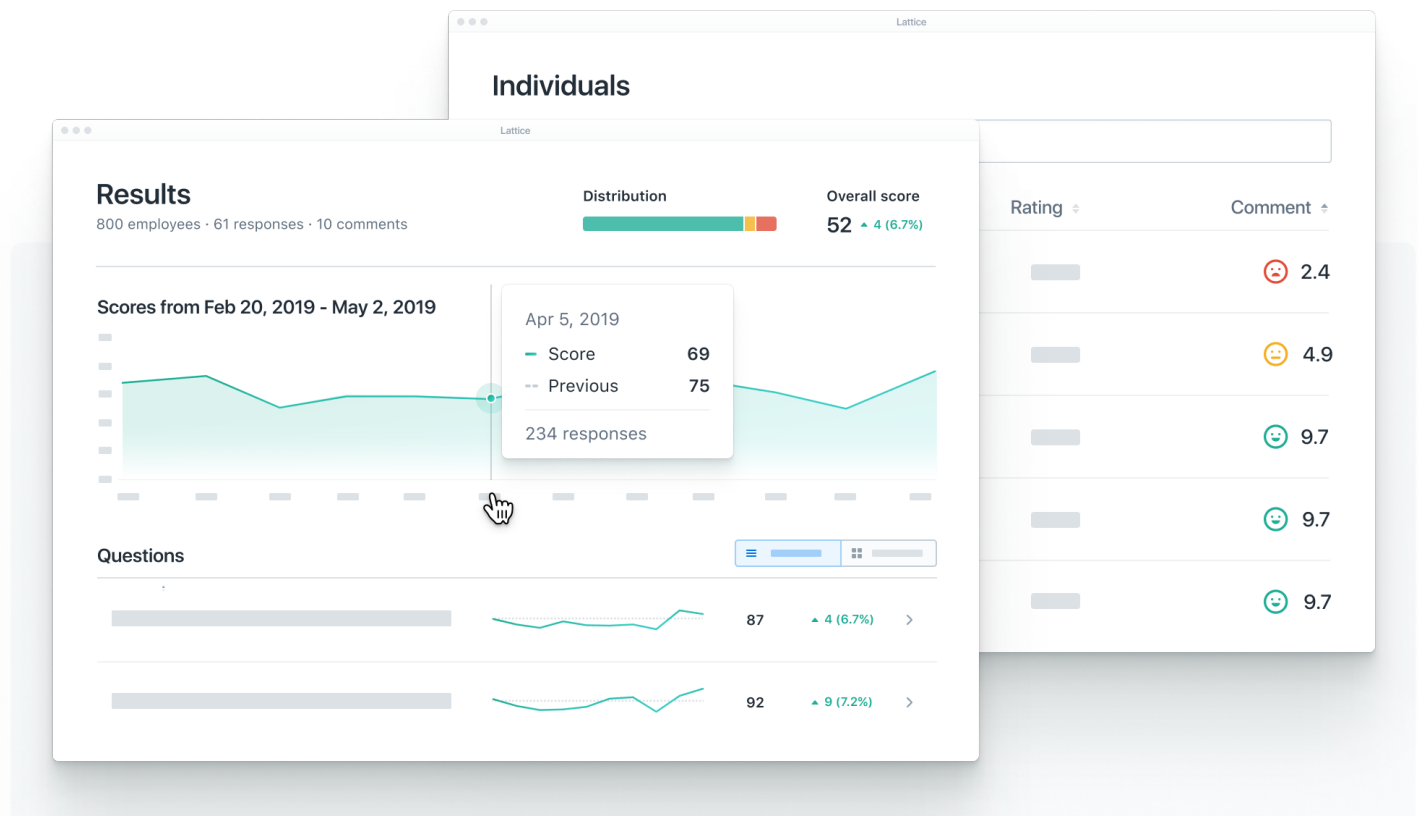
Complete Surveys and Pulses from where you already work – desktop, mobile, or right in Slack.

Analyze & Innovate Continuously

What would it take to understand how every employee felt about work? What would you be able to do if you knew your highest performers were unhappy?

Culture-building is not a one-time exercise. People teams today need to constantly evolve their people strategy around the shape of their organization and the needs of the business. Lattice brings people data to the table for every conversation, driving amazing decisions and business outcomes.

With Lattice, people teams bridge the gap between previously siloed or inaccessible datasets like Performance, Engagement, and even Review Sentiment. With these connected analytics, People teams unlock powerful insight that allows them to be proactive, strategic, and drive business growth — rather than struggle to keep pace.



Why Lattice?

Performance management, employee engagement, and career development are deeply connected. Research shows that employees who receive regular feedback, get recognized, and have strong manager relationships are more engaged. Engaged employees are more likely to be top-performers, as they care about the work they do every day.

The relationship between performance, engagement, and growth is a virtuous cycle that helps companies reduce employee turnover, increase productivity, and scale.

Lattice helps companies drive engaged, high-performing teams through strengthened people management practices and strategic insights about their workforce.

33% only 1/3 of US employees are engaged

Engagement is a challenge faced by every company today.

51% of US employees say they are looking for a new job or watching for openings

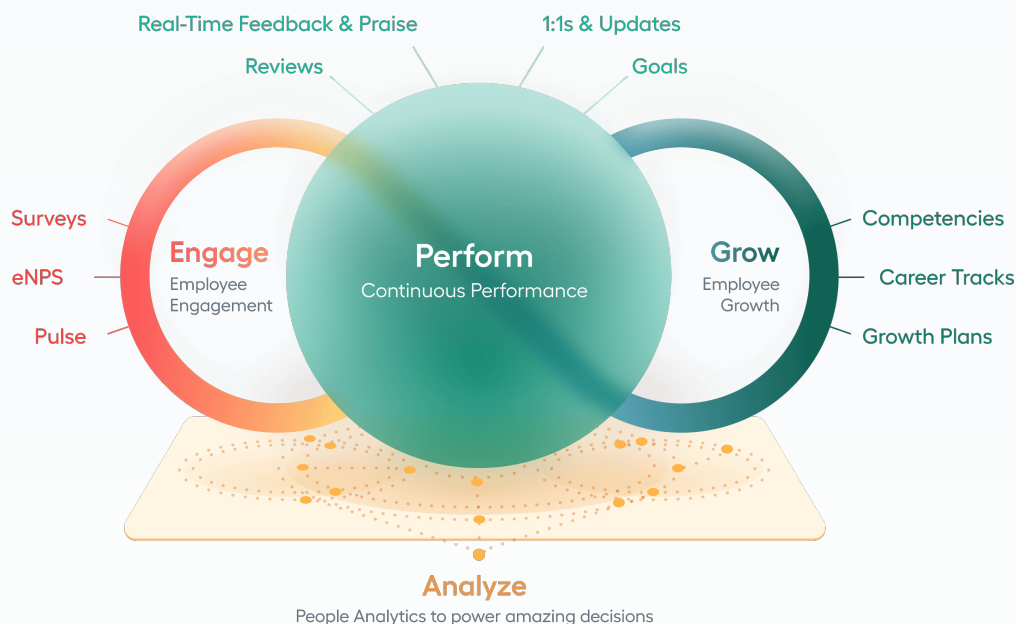
Rising levels of disengagement create high-risk for attrition.

\$109,676 average cost to replace employee

Total cost of employee turnover continues to swell alarmingly quickly.

70% Managers account for at least 70% of the variance in employee engagement scores

People management is at the core of solving these problems.



Lattice Summary

Continuous Performance Management

Software built for businesses of every shape and size to increase productivity and heighten engagement.

Connected People Insights

Connect performance and engagement data to understand what drives the highest performers and most committed employees.

Expert Implementation & Guidance

Our CX team helps you get started and shares best practices and guidance to ensure your teams adopt and engage.

Fuel Engagement, Drive Growth

Uplevel your entire team with Lattice Grow and make the best business decisions with rich, real-time insights with Lattice Engagement

Employee-Centric User Experience

Lattice is the people management platform that employees actually love to use and improves their experience at work.

Built to Evolve With You

Our platform moves and grows with you. We invest in products and features that add constant customer value and integrate with nearly any HR tech stack.

Trusted by the best places to work

Join 1,900+ organizations that use Lattice to help power their people strategy



Postmates



Auth0

Metromile



purple



MERCARI



Quip
A Salesforce Company

Third Bridge

Wieden
Kennedy⁺



AirHelp

legalzoom



Instapage

braze

Outdoor
Voices

