



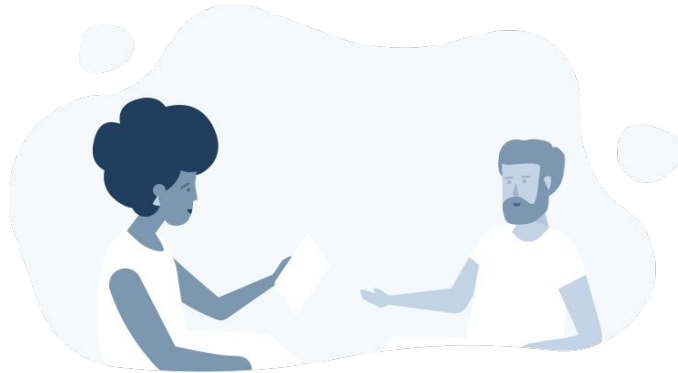
# Lattice



# **The relationship between employees and employers has changed**



**How can you develop a performance management solution that puts employees first?**



# Employee-Centric Performance Management includes four key elements



## Feedback

Give employees feedback when it counts



## Reviews

Run a performance review cycle in 3 steps



## Goals

Track individual, team and company goals



## Check-ins

Give teams members ongoing feedback



# Performance Management that puts employees first



Individual Contributor

# Employee Profile

Evening,  
Leslie 🙌

You have 3 tasks to complete, and 2 pieces of feedback to review.

📅 Plan next 1:1

on Thursday

💬 Share feedback

1 request

3 tasks to complete

Nominate your peer reviewers

Active Q3-2017 360° Review Cycle

Do nominations


Update your goal

Internal ops for accounting automation

Update goal

Ben Wyatt wants your feedback

Write feedback



Leslie Knope

Deputy Director

☐ City of Pawnee


Updates

🔥 3 week streak

Write your update

4.2

YOUR 30 DAY AVERAGE



Lastest update

View update

Jul 10 - Jul 14

View update

Individual Contributor

# Individual Goals

Create a new goal

Goal Title

PublicPrivate

Give your goal a title...

\$%#Binary

START

GOAL

Add key results

Type

Individual

Department

Company

Individual goals are owned by team members.

Parent

Search parent goal...

Owner(s)

Leslie Knope

Add an owner...

Tags

Add a tag...

Adding tags (up to 5) helps you organize and search your goals.

Individual Contributor

# Checkins and 1:1s

The screenshot shows the Lattice app interface. At the top, there's a navigation bar with "You", "Your Team", and "Company" tabs. A search icon and a user profile for "Leslie" are on the right. The main content area displays a profile for "Leslie Knope, Deputy Director". Below the profile, there's a section for "1:1s" with a sub-tab "Updates". To the right of this, it says "Every Thursday at 4:00pm". On the left, under "Next 1:1", there's a list of dates: "May 26, 2017", "May 19, 2017", and "May 12, 2017", followed by a "Show more..." link. The main area has a text input field "Add a talking point..." and a list of bullet points: "Go over my goals for next quarter", "Review my performance from the last two weeks", "Discuss whether we'll adopt review process", "Additional resources in Q3/Q4", and "Ways to improve your process with the team". Each bullet point has a close icon (X) to its right. At the bottom, it shows "Thursday, June 07, 2017 - 4:00pm" and a "Change time" link.

**Leslie Knope**  
Deputy Director

**1:1s** Updates Every Thursday at 4:00pm

**Next 1:1**

- May 26, 2017
- May 19, 2017
- May 12, 2017
- Show more...

Add a talking point...

- Go over my goals for next quarter
- Review my performance from the last two weeks
- Discuss whether we'll adopt review process
- Additional resources in Q3/Q4
- Ways to improve your process with the team

Thursday, June 07, 2017 - 4:00pm Change time



## Individual Contributor


Feedback

Give feedback

Request feedback

Note-to-self

Who's the feedback for?

 April Ludgate

Add someone else

What's your feedback?

Share feedback with April on their recent performance, progress towards goals, or values...

What values did they embody? [View descriptions](#)

Customer-obsessed

Intrinsically motivated

Acts like an owner


Transparent

Public

Private

Share Feedback

Only April and their manager will see your feedback.



# Pawnee

[Our values](#)

[People](#)
[Departments](#)
[Goals](#)
[Updates](#)
[Feedback](#)


## Public Feedback

All departments ▾


Give someone feedback

### Recommended for you

Based on your recent interactions


**Leslie Knope**

TO >



**April Ludgate**

Yesterday




Great task rounding everyone up at the Parks and Rec department while I was away on the City Council. You really stepped up last week and it showed!

Intrinsically motivated

Acts like an owner


**Ron Swanson**

TO >

Yesterday

He believes that teams perform better when they form the habit of giving each other feedback. Often.


Right now, I'm noticing a trend where people have lots to say during 1:1s, but I don't see us sharing with each other. It's most helpful when we share the feedback with the person it's meant for. Outside of that, we've been doing an awesome job this month pulling... more

1 Be specific

Vague feedback isn't particularly helpful to the recipient.

2 Say why it's important

# Performance Reviews

H2-2017 Performance Review

Save progressExit

Reviews3/7

April Ludgate

Marlene Greggs-Knope

Tom Havenford

Walter Gunderson

Completed

You (Self Review)

Ron Swanson (Manager)

Donna Meagle

Your Review

Their Self Review

Their Peer Reviews

Tom HavenfordDirect Report

All questions are required. (5 remaining)

1. To what degree did this person meet your expectations for their performance? Did they accomplish their goals?

Explain your thoughts...

2. In what areas do you see the most potential for this person? How do you hope to see this person grow over the next 3-6 months?

Explain your thoughts...

3. To what extent does this person embody our company's values? Be as specific as you can.

Explain your thoughts...

Tom Havenford

GoalsFeedback

Public feedback

Donna Meagle5 hours ago

Has a great personality. And considering the nature of his job at Pawnee, this is a very important quality. He is skilled at connecting with companies of value, building relationships with them, and then maintaining those relationships over time. What makes him so valuable is that his job comes naturally to him.

Tom's request...

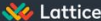
Ron Swanson5 hours ago

We believe that teams perform better when they form the habit of giving each other feedback... more



Ben Wyatt2 days ago

Manager

# Team View

 Lattice


YouYour TeamCompany

  Tom


## Your team

Direct ReportsReview Cycles 1

### To review


 **Mona Saperstein**  
Sales Representative

Review 1:1sView updates


 **2.3/5 average sentiment** (from last 5 updates)  
▲ 9.5% increase from previous (2.1)

Last updated 2 weeks ago

2 active goalsShow

 **Jean-Ralphio Sape...**  
Accountant

Plan next 1:1View updates


 **4.7/5 average sentiment** (from last 5 updates)  
▲ 14% increase from previous (4.1)

Last updated 2 weeks ago

4 active goalsShow

### Feedback

All team feedback


TO >  +2

Yesterday

Pawnee believes that teams perform better when they form the habit of giving each other feedback. You all have been doing an... more


Intrinsically motivated

Acts like an owner

TO > 

Yesterday

Great job filling in the Sullivan Street pit! You were a complete life saver yesterday.

TO > 

Yesterday

 Lattice

# Creating Review Cycles

Lattice

YouYour TeamCompanyAdmin

Q Leslie

< Reviews

2017 Performance Review

Type: 360° Review Visibility: Only summary remarks (more)

Save and exit

Cycle SetupPeer SelectionRun Reviews

Name

Type and templates

Participants

Timeline

Visibility

Final scores

Verify

Type and templates

This is the relationship between the people getting reviewed and the people giving feedback.

360° Review

Manager Review

Custom

Manager

This is the survey that managers will fill out for each participant.

Start, Stop, Continue

Self Review

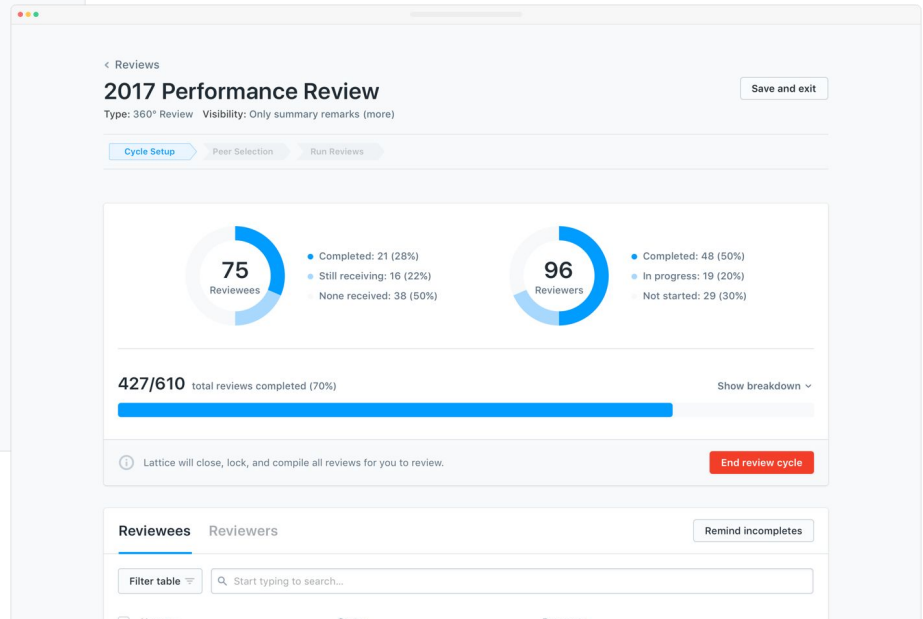
This is the survey that managers will fill out for each participant.

Start, Stop, Continue

Direct Report

This is the survey that managers will fill out for each participant.

Start, Stop, Continue



# People Operations (Admin)

## Auditing Activity

Lattice

YouYour TeamCompanyAdmin

Q Leslie

ADMINISTRATION

ReviewsGoalsChecksFeedbackPeople

SETTINGS

BillingCompanyIntegrationsSingle sign-onAccount status

Checks

AuditingSettings

All UpdatesIndividuals

Start typing to search

Name	Manager	Frequency	Last Check-in	Status
Andy Dwyer	Leslie Knope	Weekly	10/19/2017	<div></div>
Garry Gergich	Leslie Knope	Weekly	--	<div></div>
Marlene Griggs-Knope	Chris Traeger	Weekly	--	<div></div>
Walter Gunderson	N/A	--	--	<div></div>
Tom Haverford	Leslie Knope	Weekly	--	<div></div>
Leslie Knope	Ron Swanson	Weekly	10/25/2017	<div></div>
April Ludgate	Ron Swanson	Weekly	10/19/2017	<div></div>
Donna Meagle	Ron Swanson	Weekly	--	<div></div>
Ann Perkins	Chris Traeger	Weekly	--	<div></div>
Jean-Ralphio Saperstein	Tom Haverford	Weekly	--	<div></div>
Mona-Lisa Saperstein	Tom Haverford	Weekly	--	<div></div>

Lattice

YouYour TeamCompanyAdmin

Q Leslie

ADMINISTRATION

ReviewsGoalsChecksFeedbackPeople

SETTINGS

BillingCompanyIntegrationsSingle sign-onAccount status

Goals

AuditingActivitySettings

All GoalsIndividuals

Export CSVComplete Displayed Goals

StateStatusEnds inTagsDepartment

All StatesAll StatusesAll quartersSelect tags...All departments

ActiveOn trackProgressingOff track

Goal	Owners	Due	Last Updated	Progress
Attend the vote for Pawnee city council		In 2 years	14 days ago	Off Track
Become mayor of Pawnee		In 2 years	14 days ago	On Track
Become President of the United States		In 2 years	27 days ago	33%
Book gigs as local musician, Duke Silver		In 2 years	2 days ago	80%
Bring back the Harvest Festival		In 2 years	13 days ago	Not updated
Close the skate park		In 2 years	14 days ago	Not updated
Come in under budget for the department by \$500K		In 2 years	2 days ago	On Track
Commission a new city hall mural		In 2 years	14 days ago	Not updated
Convert the Sullivan Street Pit into a new city park		In 2 years	6 hours ago	32%

# Customer Success

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**Caroline Peters**

Customer Success



**Grant Maestas**

Lead Account Manager



**Megan Wessler**

Operations Manager



**Nate Zanger**

Customer Success

# What Lattice customers have to say

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“Lattice takes the daunting beast of review writing and turns it into an **easy, manageable process** that won't scare off your managers and employees. It is the best review system we have worked in yet and has **increased our participation rate**”

Danielle Poonoosamy  
Manager, People & Culture, Birchbox

“**Lattice is central to the way our company now operates.** We've always known that goals are critical, but they've been tough to implement because they tend to wither away in spreadsheets and email. Lattice has completely changed that.”

Bill Clerico  
CEO, WePay

“Lattice has been an important tool in **keeping our team focused on company values** and how we exemplify those day-to-day.”

Miranda Levée  
People & Culture Manager,  
Brand Value Accelerator

“Lattice has completely **automated and streamlined our process, reducing the time spent** per-review by hours. We care about creating a strong feedback culture at Glossier and Lattice has made that a reality.”

Lynley Flanagan  
Senior People Ops Manager, Glossier

“**Lattice has significantly improved how our company operates** by providing our managers and employees a centralized location to keep track of their check-ins, feedback, and performance reviews.”

Sarah Hashemyan  
HR Manager, Boosted

**Join our growing community of 300+ companies  
who put their employees first**

**coinbase**



GitLab

BIRCHBOX ♦



LEVER



wepay



PlanGrid



BOOSTED

GRAIL

CRUISE



Collective Health®

NEW YORK  
PUBLIC  
RADIO

looker



# Our Investors

khosla ventures



FUEL CAPITAL



Sam Altman  
President, Y Combinator



Marc Benioff  
CEO & Founder, Salesforce



Alexis Ohanian  
Founder, Reddit



Elad Gil  
Former VP, Twitter

