

Geon Performance Solutions Fuels Growth with Paycor's Talent Ecosystem



Alex Ross, Manager of HRS and Process Improvement

“We’ve done a lot of things from a talent development & performance management standpoint that we didn’t have on our radar until Paycor showed us what was possible.”

Prior to Paycor

After divesting from a larger company in 2020, manufacturer Geon Performance Solutions needed to find its own way of managing HR processes. **With a large base of tenured employees, the company wanted to ensure that its newer employees had a pathway to promotion based on skills rather than seniority.** They sought a new HCM provider to support their talent development goals, drive employee engagement, and adapt to their evolving needs as an independent entity.

Partnership with Paycor

Paycor provided Geon with a comprehensive suite of HR solutions, enabling the company to implement innovative talent development and performance management processes such as using a continuous feedback model rather than annual reviews. **Paycor's Performance Management and Talent Development tools have enabled Geon to create a clear career progression path for employees,** improve communication, and align individual goals with company objectives.

Challenges

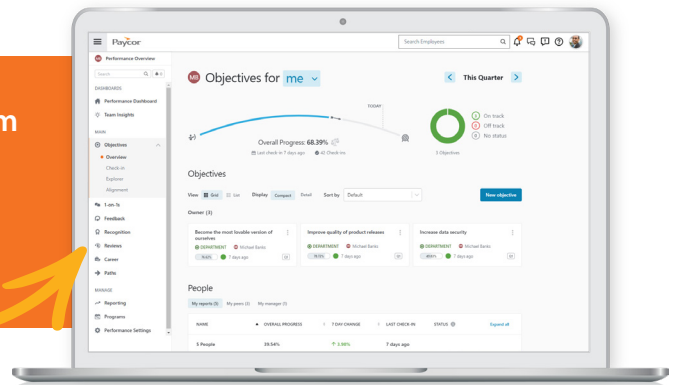
- Attracting young talent to replace retiring employees
- Developing a future leadership bench
- Improving performance feedback

Solutions & Key Features

- Talent development programs
- Performance management system
- 1:1 system with goals & KPIs



Employee reviews have transformed from 1x Year to 1x Month with a continuous feedback model.



Robust Talent Development and Succession Planning

Geon's "Talent Ecosystem" program nurtures talent from high school through college and beyond, **offering clear career progression and development opportunities.**

Continuous Feedback Performance Management System

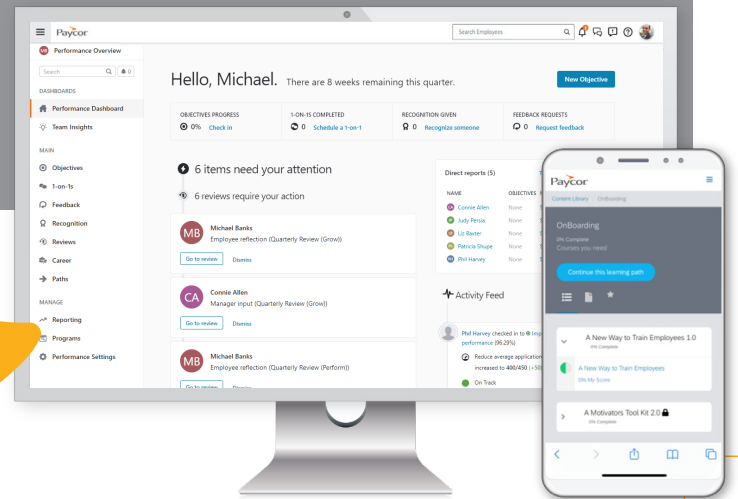
Paycor's performance management system fosters regular **monthly touchpoints between employees and supervisors**, ensuring alignment with organizational goals.

Goal Cascading and Alignment

Geon's Objectives, Goals, Strategies, and Metrics (OGSM) model aligns individual goals with departmental and organizational objectives, **fostering improved employee engagement v and a sense of purpose.**

Paycor's solutions have helped Geon Performance Solutions perfect their talent development and performance management.

- Payroll
- HR
- Time
- LMS
- ACA
- Benefits Advisor
- Onboarding



“

Paycor gives our employees transparency into what the organization is driving towards and how each individual contributes to that bigger picture.

- Alex Ross ”

