

Primalogik is Helping the Team at Endeavor Robotics Drive Into the Future with Performance Management

Organizations Find Time in the Margins of Existing Workflows Thanks to Primalogik



THE INDUSTRY
Robotics

HEADQUARTERS
Chelmsford, MA

YEAR ESTABLISHED
1990

COMPANY SIZE
100-150

*"It used to take up 40% of my time to do performance management tasks. Now it's rarely more than 15%, allowing me to focus on the results, not the process."
-Holly Konieczny,
Director of HR*

Modules Used

- Performance Appraisals
- 360° Feedback Surveys
- Instant Feedback
- Goals

The Problem

Since 1990 Endeavor Robotics has been the world's leading provider of battle-tested Unmanned Ground Vehicles, delivering more than 7,000 robots to customers in over 55 countries. When they divested into multiple companies, Endeavor switched their performance management tool in the process. "That mean lots of Word documents," said Holly Konieczny, Director of Human Resources for Endeavor. "Our immediate need became finding a tool that would streamline and automate the performance management process to migrate away from word documents."

The Solution

After looking at multiple solutions, Holly decided that Primalogik was the best fit. "Primalogik checked all the boxes, and I liked that I don't have to include ratings if I didn't want to, so I wasn't forced to choose a solution that's 'one size fits all.' With this tool, the sales team's quarterly check-in can have a different look and feel than a different department's." The team responded by adopting the new system, and started seeing the value during the next review cycle. "What I wanted is for us to take a coaching approach to performance, not just assign a numerical value that puts your into a box. That can be deflating, and we want employees to improve themselves after seeing their score."

The Primalogik Advantage

Primalogik allows the team at Endeavor to take action based on results, and create of plan of action moving forward. "Now, employees can take value from the conversation. They know what's expected of them for the next quarter. They know what the next 6 months is going to look like, and we can put that plan together between managers and employees that can help them meet their goals. I can take a wide look at what step everyone is in in Primalogik, it's not email driven anymore."