



Social Performance Management (SPM) is in its next evolution, call it Employee Performance Management¹² 3.0, and blends employee management with workforce management, social and CPM¹³ (corporate performance management). Using SPM employees solicit "how am I doing?" feedback; or post praise or recognition.

Largely, the software is not longer created for Human Resources only, but for both employees (social) and managers (workforce management & HR tools) and executives (CPM + analytics). The 2012 consolidation in the HR talent management space has disrupted the market and created many opportunities. HR vendors must choose to be an application that interfaces with ERP &/or payroll HRMS systems or be a cloud delivery platform or be a single best-in-class application.

Social Performance Management Landscape:

 <p><i>Social software for teams.</i> SalesForce.com company formerly Rypple.</p>	 <p><i>Creator of Social Goals.</i> The Social Performance Platform that works the way we do!</p>	 <p><i>Performance Management Made Simple!</i> Employee Engagement + KPI Dashboard Management = Operational Performance.</p>
 <p>The Enterprise Social Network.</p>	 <p><i>Teamwork Reimagined.</i> Productivity tools</p>	 <p><i>A better way to get work done.</i></p>
 <p>Online Work Platform for Collaboration and Project Management from Citrix</p>	 <p><i>Software for the People.</i></p>	 <p><i>How Are You Really Doing?</i> Real Time 360 Feedback and Recognition Performance Reviews.</p>
 <p><i>The new face of workforce analytics.</i></p>	 <p><i>Integrated Talent Management SaaS Platform.</i></p>	 <p><i>Inspiring talent management</i> Inspiring Talent Management</p>
 <p>Simple, Open, Real-Time Dashboards of your Employee Engagement.</p>	 <p><i>Recognition Done Right!</i> SaaS Employee Recognition Leader.</p>	 <p>Mobile, social and cloud-based talent management solutions for the entire workforce</p>
 <p>Enterprise social business software</p>	 <p><i>Cloud HR Company.</i> Fully integrated talent management system based on Force.com.</p>	 <p>HR Employee Performance Management Social Solutions</p>

Today's business requires an engaged, empowered, and focused team and the ROI business case for Social Performance Management is today's best workforce management solution for perform oriented cultures.

¹² EPM (Employee Performance Management), which is greater than a \$1B worldwide market¹², as an example to show that the HR technology market continues to grow, consolidate and evolve, consider that EPM started as a stand-alone application and is now readily available as part of an ERP, part of an HRMS, or as a single application. In 2005, Gartner recognized 27 Performance Management Vendors. In 2009, by Ephor's count, there were 60 vendors with specialized industry solutions with active clients, but in 2011 there were only 17 remaining that had a significant number of clients.

¹³ CPM is the intersection of EPM¹³ (employee performance management), BI (business intelligence), and Management Science (Management Best Practices).

