

StepStone Solutions upgrades industry's first online Performance Management Assessment tool with French, German and Dutch versions

- Multi-lingual tool assesses the business impact of Performance Management on an organisation and identifies key action areas

London, 18 February 2010: StepStone Solutions, a leading global provider of talent management solutions, today announced the availability of three additional languages for its free online Performance Management assessment tool - French, German and Dutch. The three new versions are available on the StepStone Solutions website:

<http://www.stepstonesolutions.com/impact-tools/fr/>

<http://www.stepstonesolutions.com/impact-tools/de/>

<http://www.stepstonesolutions.com/impact-tools/nl/>

The Performance Management tools can assist businesses to quickly evaluate the effectiveness of their Performance Management processes. The new tool is also available in US and UK English: <http://www.stepstonesolutions.com/impact-tools/>.

Companies taking the assessment will receive a personalised scorecard of key talent performance indicators, such as leadership effectiveness and individual goal tracking, to help evaluate where their organisation stands against overall performance management goals. A detailed supporting report is also included to help companies put their results into action. The new tool builds on the success of StepStone's groundbreaking [Talent Strategy Assessment](#) tool, which has been used by more than 1,000 companies worldwide since its launch in mid-2009.

"The introduction of new languages for this tool – and there will be more to follow – underlines our global market approach. Few, if any, vendors can match our ability to roll out a Total Talent Management strategy on a worldwide basis in over 30 languages," said Matthew Parker, Group MD of StepStone Solutions. He added: "Research proves that an efficient performance management process can directly improve the bottom line. But it isn't always easy to say what area of the business you should focus on to see the biggest impact and what factors you should use to

demonstrate and measure its effectiveness. The Performance Management Assessment tool gives HR professionals an unbiased review of those areas and creates goals to improve the performance evaluation process.”

The personalized scorecard features six key indicators, including strategic business alignment, individual goals, company engagement, retention/turnover, leadership effectiveness, and growth/profitability, to help companies identify areas to monitor, evaluate and improve to further impact the bottom line. The Performance Management Assessment tool is part of an extensive and growing library of research tools available from StepStone at www.stepstonesolutions.com.

About StepStone Solutions

StepStone Solutions helps businesses get increased performance from their people, helps them build and develop global talent pools, and helps people find new jobs that match their talents. Across the world thousands of organisations rely on StepStone every day to improve their business performance and talent development strategies while millions of people rely on StepStone to improve their careers. StepStone delivers world class technology and services for finding, recruiting, retaining, managing and developing talented people.

StepStone Solutions provides a complete suite of Human Capital Management software solutions. StepStone’s on-demand (SaaS) software and services enable organisations to implement efficient processes, including; attraction and hiring, post-hire talent management, performance management, compensation management, skills and competency management, career and succession planning, training and development management.

StepStone is a wholly-owned subsidiary of Germany-based publishing and media company Axel Springer AG. At the end of December 2009 more than 1,400 organisations, including many of the world’s leading businesses, use StepStone software and services. It operates in 17 countries and employs around 800 people. Its global customers include Aviva, Deloitte, Deutsche Telekom, Lufthansa, McDonald’s, Puma, ThyssenKrupp and Volkswagen.