

Performance Management, **Made Easy.**

tBase is the continuous performance layer inside GloCoach. A short, AI-guided check-in talks to each talent and their line manager every cycle, updates progress against the goals that matter, and keeps your whole team moving in step with the business, all year long.

THE PROBLEM WITH PERFORMANCE MANAGEMENT

Only 2% of Chief HR Officers say their performance management process actually works.
Deloitte, 2025

Most systems measure activity once a year, then ask everyone to act on it eleven months too late. They tell you who performed, never who is **becoming ready to lead**, or whether this year's goals still point at this year's strategy.

The annual review has quietly become an **admin exercise to get through**, not a genuine developmental opportunity for the talent or for the firm.

SIX FAMILIAR HEADACHES, SOLVED

What breaks in the annual review, and how GloCoach's tBase fixes it

THE HEADACHE

Feedback arrives too late to change anything

tBase: short check-ins every month or quarter, not one annual look-back. Course corrections happen while they still matter.

THE HEADACHE

One voice, last few weeks, plenty of bias

tBase: the AI interviews both the talent and the line manager each cycle, for a fuller, behavior-level read instead of one rushed rating.

THE HEADACHE

Goals drift; January's targets are stale by Q4

tBase: goals are refreshed at every check-in and stay locked onto your strategy, so nobody is still chasing last quarter's plan.

THE HEADACHE

Reviews score output, not the behaviors behind it

tBase: tracks the development goals, the behaviors from each person's OBA and growth plan, that decide whether the numbers actually land. Every behavior maps to the GCLM, GloCoach's robust, validated 32-competency leadership model, so the talent data stays consistent and high quality.

THE HEADACHE

Backward-looking on past performance, not forward-looking on future potential

tBase: continuous data surfaces momentum, readiness, behavior profiles, and risk early, so you see who is growing into the next role before you need them.

THE HEADACHE

HR spends the cycle chasing managers for updates

tBase: every check-in updates one live dashboard automatically. No forms to collect, no status to chase, the picture is always current.

HOW IT WORKS

Three steps, repeating on a rhythm that suits you

STEP 1

Agree the goals

Each talent aligns with their line manager on a few business goals and a few development goals, tied to the strategy and their growth plan.

STEP 2

The AI checks in

Every cycle, a 5 to 10 minute guided conversation talks to the talent and the line manager about real progress.

STEP 3

The dashboard updates

Status, momentum, and next steps refresh automatically, for the individual and for the whole talent cohort.

WHY IT WORKS

Two kinds of goals, tracked together



Business goals

The targets each talent owns. Kept visible and aligned to strategy every cycle, so effort stays pointed at what the business needs now.



Development goals

The behaviors that decide whether the targets land. Aligned between talent and line manager, or recommended from GloCoach's comprehensive Observation Based Assessment (OBA) and Individual Growth Plan (IGP). Grow the behavior and the business result follows.

IN ONE LINE

"From an annual verdict to a living rhythm. Strategy stays aligned, people own their growth, and execution keeps moving, all year."

See what a living performance layer looks like for your team

Start a free trial with a small cohort of your own, or send us your questions. The fastest way to see how tBase keeps your talents aligned and growing is to watch it work on your own team.

Enroll in a free trial →

Email your questions →