

DWX · A FIRST DIGITAL RANGE

Proactive. Dynamic. Real-time. Agentic performance intelligence.



Performance management CATEGORY	Microsoft 365 + Azure OpenAI (GPT-4o) BUILT ON	Stays in your tenant DATA RESIDENCY	• Proactive • Real-time	• Dynamic • Agentic performance intelligence
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DWX · PERFORMANCE MANAGEMENT

PerformancelQ

Annual reviews arrive too late to act on, goals set in January are irrelevant by June, bias distorts ratings, and high performers leave without warning. PerformancelQ runs continuously inside Microsoft 365, with six Azure OpenAI engines that predict performance trends, realign goals as strategy shifts, flag rating bias, and surface flight risk before it materialises.

- 01

THE PROBLEM
 Performance management is broken in familiar ways: annual reviews land too late to be actionable, goals go stale, unconscious bias distorts ratings, and the best people leave without a signal. Fragmented systems force HR to pull reports from several tools while managers spend their time on paperwork instead of coaching.
- 02

WHAT IT DELIVERS

✓ 70% — Reduction in review administration time

✓ 45% — Improvement in goal alignment

✓ 3x — More frequent continuous feedback

✓ 60% — Earlier identification of at-risk talent

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03 SIX AGENTIC ENGINES

They run continuously, not just during review season, built on Azure OpenAI (GPT-4o).

- Performance Trend Predictor**
 Spots declining patterns before they escalate.
- Goal Alignment Analyser**
 Checks real-time alignment up and down the organisation.
- Bias Detection Engine**
 Flags potential rating bias with confidence scores.
- Smart Review Summariser**
 Drafts review summaries from continuous feedback data.
- Coaching Recommender**
 Suggests personalised development actions for each report.
- Talent Risk Radar**
 Scores flight risk in real time by combining multiple signals.

04 WHAT IT DOES

- ✓ Configurable review cycles with custom rating scales and approvals
- ✓ 360-degree feedback from managers, peers, reports and self
- ✓ Real-time performance dashboards
- ✓ Performance Improvement Plan workflows with milestone tracking
- ✓ Integration with DWx LearnIQ for automated development plans
- ✓ OKR / KPI goal cascading from organisation to individual, tracked live
- ✓ Calibration panels with drag-and-drop talent grids
- ✓ Continuous feedback and a 1:1 tracker integrated with Teams
- ✓ A skills matrix mapped to roles and career levels

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05

WHO IT IS FOR

HR Directors

Strategic talent insight, compliance oversight and bias detection across demographics.

Line Managers

AI-drafted summaries, coaching reminders and less administrative burden.

Employees

Continuous feedback, transparent goal progress and clear development pathways.

06

HOW YOU GET STARTED

01 Discovery

A commitment-free call to map your process and compliance needs against the platform.

02 Deploy

We deploy the SharePoint Framework solution into your tenant and configure the Azure OpenAI engines. Nothing leaves your environment.

03 Run

Your teams work in the tools they already use. The agentic engines run proactively from day one; humans approve every consequential decision.

07

SUMMARY & BENEFITS

- ✓ Fairer, auditable reviews with bias detection built in
- ✓ Performance management that lives where work happens, inside Teams
- ✓ Performance and learning data joined up, not siloed
- ✓ No per-seat SaaS licensing costs

Want to see it in your tenant?

Talk to us at info@firsttech.digital or +27 10 501 0800.

[Let's Talk →](#)