

— PERFORMANCE INTELLIGENCE

Reviews run late. Bias hides. Your best people quit first.

One AI-native performance management platform that runs entirely inside Microsoft 365 — with agentic AI that flags rating bias, aligns goals and spots flight risk *before* review season even starts.

- 70% less review admin
- In your tenant
- Zero per-seat fees
- Azure OpenAI

REVIEW CYCLE — LIVE

● PerformanceIQ

Thabo M. · Q3 Review

Calibrated · 6 peer inputs · goals 98% on track

ON TRACK

Lerato K. · Q3 Review

Talent Risk Radar: flight-risk signals climbing — act now

AT RISK

Sipho D. · Q3 Review

Rated "Exceeds" — recency-bias + rating-inflation detected

EXCEEDS

The AI reads the evidence, not just the rating. The third review looks glowing today — and the score is inflated before calibration even begins.

— THE GAP TODAY

Feedback lands too late. Bias goes unseen. Employee data lives everywhere but your tenant.

Reactive feedback

Reviews land once a year, weeks after they'd matter. By the time a rating is written, the moment to coach has already passed.

Invisible bias

Recency bias and rating inflation quietly distort calibration — and no one has a systematic way to catch it before scores lock in.

Ungoverned employee data

Sensitive performance and salary-linked data scatters across third-party HR SaaS your IT team can't see, govern or secure.

DWx PerformanceIQ replaces the sprawl with one platform that runs inside Microsoft 365 — and adds agentic AI that flags bias and forecasts flight risk before review season. The engines advise; your people decide.

— THE DIFFERENCE

Six agentic AI engines. Proactive, dynamic, real-time.

They don't wait for review season — they anticipate, adapt, and surface intelligence the moment it matters. No employee is ever auto-rated; humans always make the final call.

● Performance Trend Predictor

Flags declining performance patterns early from feedback frequency, goal-progress velocity and engagement signals — before they become problems.

● Goal Alignment Analyser

Checks alignment from individual to team to organisation in real-time, flagging misaligned objectives and orphaned goals as strategy shifts.

● Bias Detection Engine

ADVISORY

Flags potential rating bias across demographics, teams and managers with confidence scores — reading distribution patterns and language sentiment.

● Smart Review Summariser

Drafts evidence-based review summaries from a full year of continuous feedback — cutting review-writing time by 70%.

● Coaching Recommender

ADVISORY

Suggests personalised development actions from skill gaps, performance data and career aspirations — learning paths, mentors, stretch assignments.

● Talent Risk Radar

Real-time flight-risk scoring from performance trends, engagement signals and feedback sentiment — surfacing retention alerts before top talent walks.

— THE PLATFORM

Everything you need to manage performance — in one place.

✓ Configurable Review Cycles — annual, quarterly or continuous, custom rating scales	✓ Continuous Feedback & 1:1 Tracker — in Teams, flows into reviews
✓ OKR / KPI Goal Cascading — org to team to individual, live roll-up	✓ PIP Workflows — milestone tracking, evidence logging, HR oversight
✓ 360-Degree Feedback — multi-rater, anonymous peer input	✓ Skills Matrix & Competency Mapping — gaps and capability heatmaps
✓ Calibration Panels — drag-and-drop talent grids, distribution curves	✓ Manager Coaching Nudges — proactive check-in and recognition prompts
✓ Real-Time Dashboards — live goal, review and feedback data	✓ DWx LearnIQ Integration — review gaps trigger personalised learning plans

— WHY DWX

What third-party performance SaaS can't do.

Compared with the platforms most teams bolt on around Microsoft 365 — Workday, SAP SuccessFactors, Lattice, 15Five.

Capability	DWx PerformanceIQ	Third-party performance SaaS
Runs inside your Microsoft 365 tenant	Yes	No
Zero employee data leaving your environment	Yes	No
Priced per tenant — no per-seat SaaS fees	Yes	No
Agentic AI bias detection & flight-risk scoring	Yes	No
AI-drafted review summaries from continuous feedback	Yes	No

— THE ROI CASE

Measurable impact from day one.

Less review admin, fairer ratings, aligned goals — and proactive talent retention that acts months earlier.

70%↓

Less review admin

AI-drafted summaries, automated reminders and pre-populated assessments compress weeks into hours.

45%↑

Better goal alignment

Dynamic OKR cascading keeps every individual goal connected to strategy as priorities shift.

3x↑

More continuous feedback

In-the-moment tools, nudges and 1:1 tracking replace once-a-year surprises.

60%↑

Earlier risk identification

Talent Risk Radar surfaces at-risk employees months before traditional processes would.

— WHO IT'S FOR

A tailored view for every seat at the table.

HR DIRECTOR

Talent health & bias oversight

"Show me calibration distributions, bias flags and flight-risk scores across every department — without chasing five different reports."

LINE MANAGER

Less admin, better coaching

"Draft my review summaries from the feedback I gave all year, nudge me when someone needs attention, and check my goals actually align."

EMPLOYEE

Fair, transparent, continuous

"I want to know where I stand all year — not just at review time. My goals to matter, my feedback to count, and my growth path to be clear."

— ENTERPRISE-GRADE · MICROSOFT-NATIVE

It runs in your tenant. Microsoft bills you directly.

Built on Azure OpenAI with no black-box dependencies and no data lock-in. PerformanceIQ runs in your Azure subscription in South Africa North — employee performance data, some of the most sensitive data you hold, never leaves your environment, keeping you the data controller under POPIA.

Azure paid direct to Microsoft. First Digital does not mark up Azure.

Azure OpenAI · GPT-4o

SharePoint Online

Microsoft Teams

Microsoft Graph

Azure Functions

SPFx · React · Fluent UI

~R10k

INDICATIVE AZURE / MONTH MEDIUM-BAND DEPLOYMENT

See it draft your next review cycle.

Stand PerformanceIQ up in your tenant, on your real teams. Watch the AI flag bias and draft an evidence-based review before calibration even starts.

Book a discovery call →

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