A Monthly Guide for People Leaders

15Five's 2025 Strategic HR Calendar

15five

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Introduction

Great HR leaders shape company culture, drive performance, and build strong teams. As you plan for 2025, having the right priorities at the right time makes all the difference. Our goal with this calendar is to make your complex job simpler, because let's face it - you've got enough on your plate already.

We talked with experienced HR leaders to create this 2025 calendar that goes beyond basic dates and deadlines. Each month features strategic themes, practical action items, and insights to help you stay focused on what matters most. Whether you're trying to inspire maximum performance, strengthen manager effectiveness, retain your best people or build more engaged and inclusive teams, this guide gives you a framework to make a measurable impact throughout the year.

January

Welcome to 2025! Many of us love the fresh energy January brings. There's a sense of possibility and opportunity to build something meaningful in the year ahead. Whether or not you're a resolutions person, this is a perfect time to think about how you want to make an impact as a people leader in 2025.

This Month

FOCUS ON CONNECTING PERFORMANCE GOALS TO BUSINESS GOALS

Performance goals shouldn't live in isolation. As you help teams set their objectives for the year ahead, think about how you can create stronger connections between individual performance goals and larger business objectives. Engagement and performance both improve when employees understand how their work impacts organizational success.

Start by looking back at what you can learn from 2024. What patterns emerged in goal achievement across teams? Which objectives inspired the most engagement and impact? Use this information to refine your approach for the year ahead. The story your data tells can help shape smarter goal-setting practices.

Managers are your best partners in bringing goals to life. Share examples of goals that showcase real business impact to give them the context they need about company and department objectives. When managers understand the bigger picture, they can help their teams create objectives that feel both meaningful and achievable.

OBJECTIVES AND KEY RESULTS (OKRS)

At 15Five, our goal-setting methodology of choice is the OKR system. OKRs help employees clearly understand what is expected of them and what success looks like, with each individual and team goal mapping back to the overarching company objectives. In the OKR framework, "Objectives" represent the goals of the organization, teams, and individuals. "Key Results" provide the metrics to gauge performance.

Objectives should be aspirational and inspiring (e.g., "Turn our customers into our best brand ambassadors. "). The Key Results are where the rubber meets the road and should be measurable, actionable, timebound and challenging but attainable. (e.g., "Improve our net promoter score from +20 to +45 by September 1st") By establishing OKRs at the employee, team, and organizational levels, you can ensure everyone is working on the right things to move the business forward. This also allows employees to track their progress more easily and feel a sense of achievement in their roles.

The goals you set this month will create ripples of impact all year long. Take time to build a foundation that connects personal growth with organizational success.

For more on the OKR goal-setting method, check out the OKR Playbook.

JAN 1
New Year's day

JAN 8
Clean Off Your Desk Day

JAN 15
Martin Luther King Jr. Day

JAN 21
Thank Your Mentor Day

JAN 31
Deadline to give employees W-2s and 1099s; deadline to file Form 941 for Q4 2024.

January - 2025

Mon	Tue	Wed	Thu	Fri	Sat	Sun
30	31	1	2	3	4	5
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As Stephanie Creary wrote in the [Harvard Business Review](#), "To support your Black colleagues, amplify their experiences— the good and the bad. Recommend them for highly visible opportunities. Volunteer to provide them with feedback on their work. Introduce them to influential colleagues. Openly acknowledge their accomplishments to others. Reward them for doing DEI work alongside their formal work. And most of all, share their more challenging experiences with those who have the capacity to create systemic change." What investments will your organization make in diversity, equity, inclusion, and belonging (DEIB) in 2025? It's important that DEIB efforts aren't treated as temporary projects but as long-term initiatives that bring about real systemic change.

February

February is Black History Month, making it a great time to reflect on and work to better understand the experiences of your Black employees. While more organizations have created more space for discussions about race in the workplace, we have a long way to go to create truly inclusive work cultures and equal opportunities for Black employees.

This Month

TRANSFORM REVIEWS INTO ACTION

At this point in the year, many organizations are winding down their first performance review cycle. This process is so much more than a routine task. It's another opportunity to recognize progress, address roadblocks, and set a clear direction for the future. Reviews should feel meaningful and provide clear next steps for both employees and managers.

The **Diagnose-Plan-Act** framework approach brings focus and clarity to the process:

Diagnose: Performance reviews are a goldmine of data, but organizations often overlook the powerful insights hidden in the numbers. Analytics help you move beyond individual scores to spot team-wide patterns, identify systemic challenges, and highlight areas for targeted improvement. Tools like 15Five's HR Outcomes Dashboard allow you to compare performance trends across teams, demographics, or even time periods. This makes it easier to identify skills gaps, recognize top performers, and understand how team dyna`mics influence outcomes.

Plan: Vague feedback leaves employees stuck. General advice like "work on communication" doesn't help anyone improve. Instead, work with people managers and employees to set clear, specific goals tied to insights uncovered during the review cycle. Make sure they're tied to real business needs, and discussed regularly between manager and employee.

Act: Reviews should be the starting point, not the finish line. Enabling your people managers is where strategic action actually happens. Manager coaching and training and regular check-ins guided by tools like 1-on-1 agendas keep everyone aligned and ensure progress stays on track.

Reviews should lead to more than just a score—they should guide growth, build engagement, and strengthen connections between managers and their teams.

> **Learn best practices for performance reviews in [15Five's Performance Review Playbook](#).**

Listen to [HR Superstars](#) to discover real-world strategies and stories from top People Ops and HR leaders who've tackled the toughest challenges in the industry.

February - 2025

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March

Did you know women today still earn just 82 cents for every dollar men make? Despite the progress we've made in the past 100+ years, many women remain unable to achieve their professional goals and are underrepresented in many industries and occupations.

This Women's History Month, consider how gender bias may be creating roadblocks for the women in your organization. How many women hold leadership positions in your company compared to men? Do women feel they must work twice as hard as their male counterparts to get ahead? HROD helps to spot these patterns by showing you exactly how engagement, performance, and retention differ between male and female employees, helping you identify gaps.

As a people leader, you can help shine a light on inequality, which is the first step in creating a more fair workplace for all current and future employees. Consider organizing gender equality training sessions, creating policies against gender-biased behaviors, and encouraging company leaders to actively discuss and promote equality across the organization.

This Month
FOCUS ON ENGAGING EMPLOYEES

True engagement is about more than job satisfaction. It reflects an employee's intellectual and emotional connection with their employer. This connection shows up in their motivation and commitment to positively impact the business's vision and goals. Disengagement impacts the bottom line through reduced productivity, increased turnover, and higher rates of burnout and absenteeism.

The most successful organizations use engagement data to identify specific opportunities and create initiatives that address the root causes of disengagement. To uncover these insights, you need a well-crafted employee engagement survey grounded in science that quantifiably measures engagement levels and helps you understand how employees feel about their work, team, and organization.

Engage from 15Five measures core drivers of employee engagement, like purpose, autonomy, and psychological safety. Low scores in role clarity can indicate why teams struggle, while strong results in shared values highlight what's working well. Our [AI-powered Predictive Impact Model](#) then analyzes this data to show exactly how specific improvements could boost engagement scores, taking the guesswork out of your action planning.

Strategic engagement analytics lead to better decision-making. Instead of guessing, leaders can act on real insights to improve employee experiences, reduce turnover, and create a workplace where everyone thrives.

Managers play an essential role in turning these insights into meaningful change. When they understand their team's unique engagement patterns, they can create focused improvements that resonate with their people. Regular check-ins and team discussions help keep everyone aligned and moving forward together.

Understanding engagement helps focus your efforts where they matter most. When you know exactly what's working and what isn't across teams, you can make changes that benefit both your people and the business.

Want more help making engagement data work for your organization? Check out 15Five's [Employee Engagement Playbook.](#)

March - 2025

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April

April is National Autism Acceptance Month, a time to promote acceptance and celebrate differences. The neurodiversity movement aims to help people with autism and other neurodifferences lead more fulfilling lives rather than being treated as though they have an illness.

How inclusive is your organization of neurodiverse employees? Read our blog: **Why Neurodiversity Should Be Part of Your DEIB Program**.

This Month

EMPOWER MANAGER EFFECTIVENESS

Spring is the season of growth, and this is an ideal time for your organization to give attention to your managers, because they create the biggest ripple effect on performance and engagement.

Managers become catalysts for team success when equipped with the right tools and support. Yet, our research found that 65% of managers report feeling underprepared for their roles, often lacking the skills to navigate today's complex workplace dynamics.

Think about a time when a manager transformed a team. Maybe they turned disengagement into excitement or helped an employee discover strengths they didn't know they had. These moments are not accidental—they happen because of intentional leadership, thoughtful coaching, and a deep understanding of team dynamics. This month, let's focus on giving your managers the resources to create more of those moments.

TAKE TARGETED ACTION WITH THE MANAGER EFFECTIVENESS INDICATOR

With 15Five's Manager Effectiveness Indicator (MEI) in the HR Outcomes Dashboard, you can easily see which managers are excelling and which ones need support in specific areas so you can take action before minor issues become bigger problems. The MEI offers a holistic view of the biggest skill gaps for each manager, how they impact bottom-line metrics, and how you can help them improve.

The MEI was born from extensive research and hands-on learnings from over 60,000 managers who used the 15Five platform, completed our courses, and engaged in transformative conversations with our coaches. We took a multifaceted approach to understanding what managers need to increase performance, engagement, and retention.

The tool is designed to get a holistic understanding of your managers' effectiveness, using data from 15Five to examine the skills, behaviors, and outcomes a manager and their team achieves.

HERE'S HOW TO GET STARTED

Once again, the Diagnose-Plan-Act framework can help you maximize manager effectiveness.

Diagnose: Use engagement surveys and performance metrics to identify managerial strengths and gaps. Analytics help you move beyond individual scores to spot team-wide patterns and highlight areas where managers need additional support.

Plan: Based on these insights, develop manager enablement strategies. This might include leadership training that fosters inclusivity and psychological safety or courses focused on making 1-on-1s more meaningful. Make sure development plans are specific and tied to the gaps you've identified.

Act: Enable managers with scalable solutions that provide support in the flow of work. Regular check-ins, guided by tools like 1-on-1 agendas, help keep everyone aligned and progressing.

Effective managers don't just manage tasks—they inspire and enable their teams to reach new heights. This month, celebrate their successes, invest in their growth, and set them up to lead your organization into the future.

> **Download 15Five's Manager Enablement Playbook for HR Leaders to explore step-by-step strategies for enabling leadership excellence across your organization.**

April - 2025

APR 1
First day of National
Autism Acceptance Month

APR 7
World Health Day

APR 11
National Pet Day

APR 15
Tax Day

APR 22
Earth Day

APR 24
Administrative
Professionals Day

APR 30
Deadline to file IRS form
941 for Q1 2025

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May

It's Mental Health Awareness Month, and for HR leaders, this is a critical time to prioritize mental health, make resources accessible to employees, and reduce the stigma of getting help when it's needed. Workplace stress plays a huge role in our mental health. A study by UKG found that a person's manager has more influence on their mental health than their doctor or therapist and an equal impact as thier spouse.

May is also Asian American and Pacific Islander (AAPI) Heritage Month, and unfortunately, Asian Americans are 50% less likely than other racial groups to seek mental health services. As Dr. Brandon Ito shared in an article for UCLA Health, "We know that within the Asian American populations, the stigma around mental health is really significant. Asian Americans are more likely to be fearful about a diagnosis or accessing mental health services. They worry about it affecting their jobs or their ability to maintain employment, and also the perception among their peers."

This Month
FOCUS ON REDUCING REGRETTABLE TURNOVER

While some turnover is inevitable, losing high performers makes it harder to achieve critical business goals like higher engagement, performance, and productivity. Improving retention is not only about keeping valuable team members. It's about creating a workplace where employees feel valued, motivated, and eager to grow.

Retention also thrives when employees feel there's a future for them at your organization. High performers in particular want to see how their goals align with the company's bigger picture. When managers take the time to sit down with their team members and map out personalized growth plans, they send a clear message that their contributions matter. These conversations show support and inspire people to stay and grow where they feel seen and valued.

You need your best people on board to help finish the year strong, so what can you do to ensure top talent is engaged? Taking a closer look at employee data can reveal insights into your company culture and areas that need improvement. Tracking regrettable turnover metrics can also help you understand more about the high performers leaving your company and what might be driving them away. This enables you to spot early warning signs of turnover risk and take action before losing top talent, addressing root causes before they impact more of your teams.

Learn more in The HR Leader's Guide to Reducing Regrettable Turnover.

MAY 1
First day of Asian American & Pacific Island (AAPI) Month, First Day of Mental Health Awarness Month, May Day

MAY 4
Star Wars Day

MAY 5
Cinco de Mayo

MAY 12
Mother's Day

MAY 20
International Human Resources Day

MAY 27
Memorial Day

May - 2025

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Carve out some dedicated time this month to review your policies, communications, and job postings for inclusive language. Check your job postings and employee communications for inclusive use of pronouns and scan for gendered terms. You can even use generative AI tools like ChatGPT to review content for bias and flag potential issues. These small but impactful changes can help create an environment of belonging.

This Month

EVALUATE YOUR PERFORMANCE MANAGEMENT TECHNOLOGY STACK

When was the last time you evaluated your HR systems? Many organizations rely on disconnected tools that create friction instead of flow. Technology should make it easier for employees and managers to focus on meaningful work—not add extra steps.

If your HRIS, engagement platforms, and performance management systems aren't communicating with each other, it might be time to rethink their integration. Platforms like 15Five offer seamless connections between engagement surveys, OKRs, and performance reviews, creating a unified view of what drives success across your teams.

June

Happy Pride Month! While the spirit of LGBTQ+ pride should extend all year long, June is an excellent time to renew your organization's commitment to inclusivity. Prioritizing inclusivity strengthens teams, enhances collaboration, and fosters innovation by ensuring that every voice is heard.

WORKFLOWS THAT MAKE LIFE EASIER

Great tools also free up time for high-impact work. Automated reminders for check-ins, goal updates, or feedback sessions mean managers spend less time chasing tasks and more time building stronger teams. Real-time dashboards offer a clear picture of what's working, letting HR leaders pivot quickly to address challenges or celebrate wins. These enhancements make workflows smoother and more impactful for everyone involved.

Technology is only as effective as the people using it. Ensure managers and employees feel confident in leveraging your tools. Provide resources like onboarding guides, microlearning modules, or coaching to help everyone get the most out of your systems. When tech enhances collaboration and clarity, it strengthens the connection within your teams.

By thoughtfully refining your performance management technology, you're building a foundation for high-performing teams that can adapt and thrive.

Take a look at our tech stack recommendations in the HR Tech Stack Handbook.

June - 2025

JUN 1
First day of Pride Month

JUN 7
National Donut Day

JUN 14
Flag Day

JUN 16
Father's Day

JUN 17
Juneteenth

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July

Did you know people with disabilities have lower rates of employment than the general population? If your organization isn't hiring people with disabilities, you're missing out on a huge pool of high-potential talent.

Many workers with disabilities have highly sought-after competencies like adaptability and problem-solving skills that can give your company a competitive edge. In fact, companies that are leaders in disability inclusion are 25% more productive than their competitors, according to Accenture. This Disability Pride Month, think about how your team can be more intentional about hiring people with disabilities and making work tasks more accessible for all employees.

This Month

MOVE FROM MEASUREMENT TO MOMENTUM

Too often, HR teams collect data just to say they did it. They run an engagement survey, file the results, and move on. But when used strategically, HR data helps predict rather than just report.

Instead of just tracking numbers, look for the story they tell. For example, when engagement scores drop on a specific team right after a reorganization, that's valuable insight. When goal completion rates vary widely between departments, there's an opportunity to learn from what's working well. Performance data becomes truly powerful when it shapes your next steps rather than just record what has already happened.

The key is studying patterns and connections. Perhaps low engagement scores predict future turnover or certain manager behaviors consistently lead to higher team performance. Understanding these metrics helps you act early to support struggling teams or expand successful practices.

A strategic approach to metrics means staying curious about what the numbers reveal. Rather than using data to simply show what happened, use it to guide what happens next. Most importantly, connect your people metrics to business performance. Show leadership how investing in employee development and engagement directly impacts results. When analytics drive action rather than just tracking numbers, HR becomes a true strategic partner in the success of your business.

Want to learn exactly what you should measure? Get the [The Ultimate Glossary of Performance Management KPIs](#)

July - 2025

JUL 1
First day Disability Pride Month

JUL 4
Independence Day

JUL 16
National Ice Cream Day

JUL 24
International Self-Care Day

JUL 25
National Intern Day

JUL 30
International Friendship Day

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August

August is back-to-school time for the kiddos in many parts of the world! For working parents and guardians, the school year can be a hectic time—hours spent at the kitchen table helping with homework, driving kids to and from practices and extracurriculars, volunteering for the latest PTO event, and the list goes on.

Are parents in your organization getting the support and accommodations they need to balance it all? If you want to retain your best people, you have to consider all the aspects of life that can impact their ability to do great work. That means providing working parents the flexibility to put their kids first and continue to be A+ employees.

This Month
STRENGTHEN YOUR EXECUTIVE PARTNERSHIPS

In most companies, the CFO has the final say when it comes to deciding how much money will be allocated to internal functions like HR. When you want to get your budget items funded, it helps to have a strategic working relationship with your executive team and have data to back up your requests. You don't have to be a financial expert to have a conversation with the CFO, but it helps tremendously when you can speak the language of the business.

Start by examining how you communicate with executives. Are you leading with time savings and process improvements? Or are you demonstrating how your initiatives accelerate growth, reduce costs, and manage risk? When pitching new programs or requesting resources, frame the conversation around business objectives rather than HR activities.

Fortunately, many of the HR metrics you're already tracking are the same ones executives care about and want to see when presented with a new initiative. Many of the things that matter most to HR—like increasing employee engagement and retention—are just as important to CFOs. They understand better than anyone that turnover is expensive, and most are eager to partner with HR to minimize those impacts. When asking for budget, frame your request in alignment with current business objectives and use realistic projections.

For more insights into the C-suite, read [The Executive Buy-in Playbook: Getting C-Suite Support For Your Strategic HR Initiatives](#).

August - 2025

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AI is also improving performance reviews by reducing bias and helping managers craft clearer and more constructive evaluations. For HR teams, these tools streamline administrative tasks and allow them to focus more on attracting, developing, and retaining talent.

The potential doesn't stop there. AI-powered systems are helping organizations identify training needs, combat burnout, and personalize the employee experience at scale. 15Five's AI Manager Copilot offers real-time recommendations tailored to each team, whether it's coaching guidance during 1-on-1s or suggestions for delivering more constructive feedback.

This Month

INCORPORATE AI IN HR

One of AI's greatest strengths is its ability to turn complex data into clear, actionable insights. For example, analyzing open-text feedback from employee engagement surveys often takes significant time and effort. Tools like AI-synthesized survey insights can quickly identify patterns and themes, allowing HR leaders to focus on addressing the most important issues. This kind of efficiency frees up time for more strategic work while ensuring no details are missed.

September

Ready or not, artificial intelligence (AI) is becoming a huge part of both personal and professional life.

AI is proving most helpful in automating routine processes. For example, tools like ChatGPT can assist HR teams with synthesizing open-text feedback, identifying themes in employee surveys, and generating actionable insights.

AI also plays a valuable role in helping managers lead more effectively. Preparing for 1-on-1s and team check-ins can feel overwhelming, especially when trying to balance coaching, feedback, and team goals. AI tools can suggest questions, highlight areas for discussion, and even recommend follow-up actions based on engagement or performance data. These tools don't replace human connection—they make it easier for managers to focus on what matters most.

AI is a tool for support, not replacement. Enhancing decision making and creating space for deeper connections allows HR leaders and managers to spend more time doing what they do best—leading their people and driving positive change.

Learn more in [HR + AI: 6 Ways Strategic People Leaders Can Leverage ChatGPT](#).

September - 2025

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October

How has your team performed against your people goals this year? What growth opportunities do you see going into 2025? Conducting a SWOT analysis (strengths, weaknesses, opportunities, and threats) for annual planning helps you build on what you do well, address potential problem areas, minimize risks, and take advantage of opportunities for success.

For HR teams, a SWOT analysis can help you develop strategies to achieve core objectives, like increasing engagement and retention, while working toward larger long-term goals, like becoming an employer of choice in your industry.

This month, analyze your strengths and opportunities across OKRs, performance, engagement, retention, and manager effectiveness. You can use these insights to shape your goals for 2026.

This Month

SHOWCASE YOUR IMPACT WITH THE HR OUTCOMES DASHBOARD

How will you showcase your accomplishments this year? At 15Five, we want every HR leader to have a strategic seat at the table and demonstrate the impact they've made on their organizations. That's why we developed the HR Outcomes Dashboard.

The dashboard provides easy-to-use, objective results that tie HR programs to business results so you can take ownership of your strategic impact and demonstrate the value of your efforts. It shows how each HR outcome—including performance, engagement, retention, and manager effectiveness— relates to each other and changes over time.

You can compare departments, teams, and managers to pinpoint what's working well and where to take action. Collect, analyze, and act on the data that matters most to the C-suite. (We already know you're a rockstar, but now you have the proof!)

Learn how to showcase your hard work in 2025 and drive even more impact in 2026 with the **HR Outcomes Dashboard**.

OCT 1
International Coffee Day

OCT 10
World Mental Health Day

OCT 14
Indigenous Peoples Day

OCT 16
National Boss's Day

OCT 27
National Mentoring Day

OCT 31
Halloween; Deadline to file
IRS Form 941 for Q3 2025

October - 2025

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November

What are you thankful for this year? Before you take off to gather with family and friends around the table this holiday season, spend time embracing gratitude at work and let your colleagues know how much their efforts are seen and appreciated—and encourage others across the organization to do the same.

Showing gratitude not only gives us the warm fuzzies but is also a valued practice in highly engaged, high-performing organizations. According to research by Harvard Business Review, gratitude improves well-being, reduces stress, and builds resilience. Get tips for creating a culture of gratitude in The Ultimate Guide to Gratitude in the Workplace.

SHOWING GRATITUDE THROUGH RECOGNITION

Employee recognition programs can boost engagement, productivity, and retention when done well. Recognized employees often feel more valued, leading to stronger individual performance and better overall business outcomes.

According to Gallup, only one in three employees regularly receive recognition, and those who don't are twice as likely to plan to leave their jobs within a year. Formalizing recognition programs with clear objectives can help solve this issue. Tie recognition to company values and ensure it's inclusive and meaningful.

Technology can enhance these programs by reminding managers, prolonging the impact of recognition, and providing actionable data to improve equity. Platforms like 15Five allow leaders and peers to share real-time recognition, bridging gaps in remote or distributed teams.

Recognition should also be personal and authentic. Tailor praise to individual preferences, avoid generic compliments, and foster a psychologically safe workplace.

## This Month
DEVELOP ROLE CLARITY AND CORE COMPETENCIES

Performance management should be forward-looking and focused on team members' growth and development to retain high potential talent. People perform at their best when there's total clarity on their key objectives, responsibilities, and what success looks like in their role.

A competency-based approach is a great way to guide performance conversations and ensure you have the right people in the right roles. Competencies are measurable skills, attributes, characteristics, and knowledge that help an employee perform their job successfully. They essentially set the standard of performance within any role or team.

If you haven't already, consider working with your leadership team to develop a list of organizational core competencies that map back to your company values and vision. This month is also perfect for refreshing role agreements and performance expectations across teams. Having clear competencies and well-defined roles gives employees a concrete roadmap for success and professional development.

Need help? Get our
[Guide to Creating High Performing Teams](#).
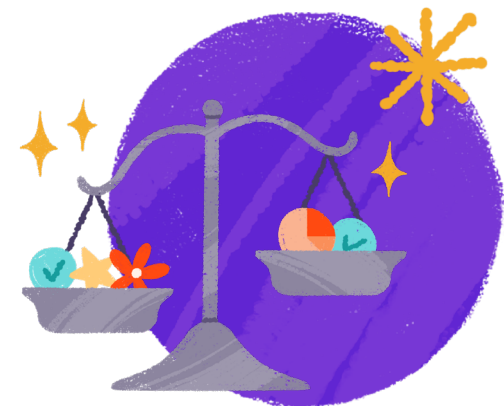
NOV 1
Diwali

NOV 11
Veterans Day

NOV 11
World Kindness Day

NOV 28
Thanksgiving Day

NOV 29
Native American
Heritage Day

November - 2025

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December

Happy Holidays! Thanks for sticking with us for all 12 months. We truly hope this calendar has been useful and provided you with a few actionable steps for this year.

As you plan your holiday party, themed lunches, or other in-office events this month, don't forget about your remote workers, who might miss out on the festivities. Consider a virtual gift exchange or a Zoom happy hour with ugly Christmas hats instead of sweaters! There are plenty of creative ways to make the holidays special for all employees.

This Month

STRENGTHEN PERFORMANCE-BASED COMPENSATION

As the year draws to a close, now is the perfect time to evaluate compensation decisions. Creating stronger connections between performance and rewards helps retain top talent while ensuring fair, equitable compensation practices across your organization.

Some organizations struggle to effectively connect performance metrics to compensation strategy. Without clear metrics and standards, pay decisions can feel arbitrary to employees, potentially impacting motivation and engagement.

Using data to guide compensation helps eliminate bias and provides a clear rationale for pay decisions. Your compensation decisions should be rooted in objective performance data that reflects real contributions and impact. When managers have access to comprehensive performance metrics, they can make more informed decisions about raises, bonuses, and other rewards.

The key is having the right systems in place to track and analyze performance data consistently. 15Five enables you to:

- Monitor goal completion rates and project outcomes

- Track competency development and skill acquisition

- Measure impact through quantifiable metrics

- Compare performance trends over time

- Identify top performers through standardized criteria

Review your compensation against 3rd-party benchmarks and evaluate the impact of incentives on team performance and retention. Using compensation data to establish fair and equitable pay practices that move the needle on performance can help you get the green light on compensation increases.

As you make adjustments to your compensation strategy, consider how you'll communicate these changes to employees. People need to understand how their pay is determined and what they need to do to increase their earnings, with clearly defined opportunities for promotions and raises. The more transparent you can be with employees and candidates, the better.

Want guidance on creating clearer connections between performance and compensation? Download the 15Five's Compensation Playbook.

December - 2025

DEC 3
International Day for
People with Disabilities

DEC 10
Humans Rights Day

DEC 22
First Day of Winter

DEC 24
Christmass Eve

DEC 25
Christmass Day; Hanukkah
begins

DEC 26
Kwanzaa begins

DEC 31
New Year's Eve

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Get a demo

Ready to drive extraordinary performance? Find out for yourself how 15Five can help you increase employee engagement, maximize employee performance, decrease regrettable turnover, and improve manager effectiveness.

Visit **https://www.15five.com/demo/** to get started.

15five

About 15Five

15Five is the strategic performance management platform that drives action and impact, helping businesses and their people thrive. HR leaders are empowered to diagnose and address specific strategic issues with easy-to-use analytics and insights on employee performance, engagement, and retention. People managers are transformed into changemakers alongside HR with strategic action plans and dynamic manager enablement that lives within the flow of work. 15Five combines the power of predictive AI, generative AI, and analytics into a complete platform that includes 360° performance reviews, actionable engagement surveys, action planning, robust goal & OKR tracking, customizable manager coaching and training, and ongoing manager-employee feedback tools like guided 1-on-1s.

For more information, visit www.15five.com.