

October 2025 Product Updates: Employee Signatures, Succession Planning, New Permissions and More | Lattice

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Executive Summary

This article is a product update announcement published by Lattice, a performance management software vendor, detailing feature releases for October 2025. The piece addresses the operational challenges HR and People teams face in areas such as succession planning, review compliance, access permissions, and data analytics. Lattice's central argument is that these new features provide greater control, visibility, and flexibility to HR leaders. Key features announced include Lattice Succession Planning, which integrates calibration data with attrition risk and tenure fields; Employee Signatures for formal review acknowledgment; expanded 1:1 template access for non-managers; a new permission allowing review cycle management without viewing results; custom reporting for Talent customers; survey trend tracking in Charts (formerly Analytics Explorer); and AI Agent transparency improvements. The article concludes by directing readers to a product roadmap page or account manager, consistent with a commercial product communication. No independent data, benchmarks, or third-party evidence are presented to substantiate the claimed benefits.

Key Insights

1. Lattice has launched a Succession Planning module integrated into its Calibrations experience, combining performance review data with attrition risk, tenure, and succession readiness fields.
2. A new Employee Signatures feature introduces two acknowledgment types — soft acknowledgment and formal typed signature — with all data captured in PDF and CSV exports to support compliance.
3. A new global permission allows users to manage review cycles without viewing review results, designed to preserve HR-on-HR confidentiality for HRBPs and People Ops roles.

Practical Takeaways

- Organizations using Lattice can now configure review acknowledgment workflows with two distinct formality levels, with optional employee comments up to 500 characters, which may address audit and compliance documentation needs.
- Non-manager and individual contributor access to 1:1 templates represents an expansion of the platform beyond traditional manager-employee structures to peer and mentorship use cases.

Critical Analysis

Strengths: The article is detailed and specific about feature functionality, providing concrete descriptions of what each update does and the administrative controls available. **Limitations:** This is a first-party vendor announcement with no independent verification, user outcome data, or comparative benchmarks. All benefit claims — such as reducing turnover risk or enabling data-driven decisions — are asserted without supporting evidence. The framing is promotional throughout, using language such as 'game-changer' and 'exciting enhancements.' The article does not address implementation complexity, pricing changes, or any known limitations of the new features. **Biases:** The content is entirely authored by the vendor to drive product adoption and demo requests, making it inherently partial. No customer quotes, third-party assessments, or critical perspectives are included.

Organizational Practice

The article describes organizations using integrated performance management platforms to manage review cycles, succession pipelines, 1:1 meetings, engagement surveys, and goal tracking within a single vendor system. It references HR practices such as calibration sessions, HRBP-managed review logistics, eNPS tracking, and attrition risk assessment as inputs to succession planning decisions.

Strategic Implications

The feature set described reflects a broader trend in HR technology toward consolidating performance, succession, and analytics data within unified platforms. The addition of formal employee acknowledgment mechanisms points to increasing organizational attention to compliance and documentation in performance processes. Expanding 1:1 templates to non-managers signals a shift in how vendors are positioning performance tools beyond hierarchical structures. The transparency enhancements to the AI Agent — displaying source domains rather than generic labels — indicate vendor awareness of trust and explainability concerns in HR AI applications.

Validation Status: passed
