Introducing Lattice Performance Improvement Plans | Lattice

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Executive Summary

This article is a product launch announcement from Lattice introducing a dedicated Performance Improvement Plan (PIP) module built into the Lattice Performance platform. The article addresses what it characterizes as a widespread organizational problem: inconsistent, manual, and legally risky PIP processes that rely on ad hoc documents, emails, and repurposed tools. Lattice positions its new PIP product as a structured, in-platform solution designed to bring consistency, audit-readiness, and accountability to underperformance management. Key features highlighted include HR-approved templates, approval workflows, employee acknowledgment flows, progress tracking, analytics dashboards, and audit-ready documentation. The article incorporates brief testimonials from three named HR practitioners at ORC, Waterford, and Loftware. The implied conclusion is that centralizing PIP administration within a dedicated tool reduces legal risk, improves managerial consistency, and creates a more supportive employee experience. No independent research, controlled studies, or third-party validation is cited to substantiate these claims.

Key Insights

1. Lattice frames existing PIP processes at most organizations as fragmented, reactive, and legally vulnerable — relying on Word documents, emails, and repurposed goal or feedback tools.
2. The product is positioned as the first dedicated PIP tool designed simultaneously for HR, managers, and employees, with role-based permissions and audit trail capabilities.
3. Three HR practitioners from ORC, Waterford, and Loftware provide brief endorsements citing improved structure, visibility, and consistency, though no quantitative outcome data is presented.

Practical Takeaways

- Organizations managing PIPs through ad hoc documents and emails face documented risks around legal defensibility, managerial inconsistency, and lack of centralized oversight — centralized platforms address these structural gaps.
- PIP processes that include employee acknowledgment flows, approval workflows, and audit logs create clearer accountability chains across HR, managers, and employees.

Critical Analysis

This is unambiguously vendor-produced marketing content promoting a commercial product. Strengths include a clear articulation of a real operational pain point — inconsistent and legally risky PIP administration — and the inclusion of named customer testimonials that lend some credibility. Limitations are significant: there is no independent research cited, no quantitative outcome data on PIP success rates or employee rehabilitation, and no methodology disclosed for the claim that the tool was developed in consultation with 'dozens of HR leaders.' All supporting quotes are from existing customers and therefore carry selection bias. The article conflates product features with validated outcomes, presenting the existence of audit trails and templates as inherently producing fairness and legal protection without evidence. The claim that PIPs 'done right' function as a genuine second chance is normative and unsupported by referenced literature. The piece should be read as a feature announcement, not a source of evidence-based guidance on underperformance management.

Organizational Practice

The article describes organizations currently managing PIPs through informal, manual processes including Word documents, emails, and repurposed goal or feedback tools. It references HR practitioners at ORC, Waterford, and Loftware as early adopters who transitioned to a centralized, in-platform PIP process with standardized templates, approval workflows, and audit documentation.

Strategic Implications

The article reflects a broader trend toward formalizing and digitizing sensitive HR processes — particularly underperformance management — within integrated people management platforms. The emphasis on audit trails, legal defensibility, and cross-manager consistency signals growing organizational concern about compliance risk in termination-adjacent processes. The inclusion of analytics and reporting features points toward increased data-driven oversight of underperformance patterns at the organizational level, a development that carries implications for how HR functions monitor and benchmark managerial practice.

Validation Status: passed
