Evidence-based AI Reviews, Coaching and Summarization in 1:1s, Compensation Enhancements, and More | Lattice

Source: lattice | **Published:** March 11, 2026 | **PMS Relevance:** PMS CORE | **Type:** Practitioner Guide | **Geography:** Global

Source URL: https://lattice.com/blog/lattice-spring-summer-2026-product-release

Executive Summary

This article is a product release announcement from Lattice, a performance management software vendor, outlining its Spring/Summer 2026 platform updates. The central argument is that AI, embedded into core performance workflows, can reduce administrative burden for HR teams and managers while improving review quality, coaching consistency, and compensation cycle management. Key features announced include Evidence-based AI Reviews, which generate performance review drafts grounded in aggregated talent data such as 1:1 notes, feedback, and past reviews; an AI agent capable of joining and summarizing one-on-one meetings; and an Employee Health tool designed to surface early turnover risk signals. The release also includes operational enhancements to performance cycle configuration, compensation cycle flexibility, HRIS integrations with Workday and Rippling, and UI/UX updates. The article concludes that these developments collectively position Lattice as a 'People + AI platform' where intelligence is embedded into daily performance moments. All claims originate from the vendor and are unverified by independent research or third-party evaluation.

Key Insights

1. Lattice positions its AI review feature as augmentative rather than autonomous — managers retain full control over ratings and final submission, and the AI agent cannot submit reviews independently.

2. The release reflects a broader vendor trend of embedding AI directly into recurring HR workflows such as 1:1s, review cycles, and compensation planning rather than offering AI as a standalone module.

3. Employee Health, described as a turnover risk identification tool available at no additional cost to existing customers, signals competitive pressure to bundle predictive analytics into core PMS offerings.

Practical Takeaways

- Organizations evaluating AI-assisted performance reviews may note Lattice's evidence-grounding approach — drafts sourced from 1:1s, feedback, and prior reviews — as one design pattern for reducing blank-page bias in manager writing tasks.
- The announcement of bidirectional Workday integration and a new Rippling integration reflects ongoing market demand for tighter HRIS-PMS data synchronization, particularly for calibration scores and demographic data alignment.

Critical Analysis

Strengths: The article clearly delineates specific product features and their intended use cases, providing enough operational detail to be useful for HR technology evaluation purposes. The explicit statement that AI will not submit reviews autonomously addresses a known concern about AI accountability in performance processes. Limitations: This is entirely vendor-authored promotional content with no independent verification, user outcome data, or controlled evidence for claims such as bias reduction, review quality improvement, or retention impact. Phrases like 'raise the quality and consistency of reviews' and 'identify turnover risk earlier' are assertions without cited supporting data. Biases: The framing throughout is advocacy-oriented, positioning Lattice's approach as the solution to broadly defined market pressures. No competitive comparison, failure case, or implementation risk is acknowledged. The article cannot be treated as neutral analysis of AI in performance management.

Organizational Practice

The article describes organizations using structured performance review cycles, regular manager-employee 1:1 meetings, compensation planning workflows with multi-stakeholder approval chains, and HRIS systems such as Workday and Rippling for people data management. It also describes HR teams running calibration processes and managing performance data across integrated technology stacks.

Strategic Implications

The release illustrates an accelerating vendor pattern of AI integration into transactional HR workflows — review drafting, meeting summarization, and risk flagging — which may shift the skill expectations placed on managers toward interpretation and judgment rather than documentation. The bundling of turnover risk tools at no additional cost points to competitive commoditization of predictive analytics within PMS platforms. The emphasis on HRIS bidirectionality suggests that data fragmentation between performance and HR systems remains a persistent operational challenge in enterprise people management.

Validation Status: passed
