

July 2025 Product Updates: PIPs, Analytics Charts, and More | Lattice

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Executive Summary

This article is a product update announcement published by Lattice, a commercial HR software vendor, detailing new and updated features released in July 2025. The central focus is the introduction of a Performance Improvement Plans (PIP) module, described as built in collaboration with HR leaders and included at no additional cost for existing Performance Management customers. Supporting updates cover a Goals interface refresh aimed at improving navigation and data visibility, Compensation workflow enhancements designed to reduce bottlenecks and improve approval chain transparency, and administrative improvements to Calibrations and Updates features. Additional releases include a new One-to-Many Custom Roles capability for HR Business Partners, a rebranded Analytics Charts tool replacing Explorer, and two AI-related updates — an improved admin onboarding experience and an org-chart-aware AI Agent. The article draws no external evidence or citations; all claims are self-reported by the vendor. Implications are framed exclusively around platform usability and HR team efficiency, consistent with a commercial product marketing context.

Key Insights

1. Lattice has introduced a dedicated Performance Improvement Plans module featuring approval workflows, employee acknowledgment flows, audit-ready documentation, and analytics — positioned as included for existing Performance Management customers at no extra cost.
2. The Goals interface has undergone a phased refresh prioritizing navigation clarity, bulk operations, and standardized goal cards, signaling an ongoing multi-release improvement cycle rather than a single overhaul.
3. New AI capabilities include an org-chart-aware AI Agent and a revised admin onboarding flow, reflecting a vendor trend toward embedding contextual AI assistance directly into HR workflows.

Practical Takeaways

- Organizations using Lattice for Performance Management can activate the new PIP module without additional licensing, though configuration of templates and permissions is required before use.
- The One-to-Many Custom Roles feature allows a single role configuration to be applied across multiple HR Business Partners with distinct target groups, reducing administrative duplication in permission management.

Critical Analysis

This article is entirely vendor-produced marketing content with no independent authorship, peer review, or external data. All claims — including the assertion that PIPs were developed 'closely with dozens of HR leaders' — are unverified and unquantified. There are no citations, no methodology disclosures, and no comparative benchmarks. The tone is promotional throughout, using language such as 'We heard you' and 'the best part?' The article presents no criticism, limitations, or failure cases of any feature. Strengths are limited to the factual documentation of feature availability, which may be useful for existing Lattice customers evaluating platform capabilities. The absence of independent validation means none of the implied efficiency or compliance benefits can be assessed for accuracy.

Organizational Practice

The article describes HR teams using structured PIP workflows with approval chains, employee acknowledgment documentation, and audit logs; compensation cycle management with multi-level approver visibility and admin override capabilities; and HRBP role structures with differentiated permission scopes across employee groups.

Strategic Implications

The release reflects a broader vendor trend toward embedding compliance-oriented documentation (audit logs, approval histories) into performance tooling, alongside increasing AI integration at the workflow level. The bundling of PIP functionality into existing licensing tiers indicates competitive pressure in the HR software market to consolidate point solutions. The phased Goals refresh suggests vendor acknowledgment of accumulated UX debt in core modules, which may be relevant to organizations evaluating platform maturity.

Validation Status: passed
