

LEAPSOME

EXTENDED PROFILE

OVERVIEW

Leapsome is an HRIS and employee management platform designed to support performance development, structured feedback, and ongoing manager-employee conversations.

It combines several employee feedback tools including reviews, 1:1s, surveys, and goal tracking, to reduce fragmentation across HR workflows.

WHO TYPICALLY CHOOSES LEAPSOME

The platform is commonly shortlisted by businesses looking to formalize feedback processes while keeping regular check-ins and development conversations consistent across teams.

It is less focused on transactional HR tasks and more on performance and engagement workflows. The unified interface *can* make it easier for organizations running multiple people processes in parallel, though it may require more initial configuration than single-purpose tools.

CORE CAPABILITIES:

- **1:1 tools:** Leapsome has dedicated 1:1 functionality for managers and employees, including shared agendas, talking points, and follow-ups. These are designed to support recurring conversations rather than ad-hoc notes.
- **Surveys and engagement insights:** The platform includes engagement and pulse surveys with reporting features that allow HR teams to identify trends at a team or company level. Results can be segmented to help managers understand where follow-up actions may be required.
- **Goals and development:** Goal setting and development planning are integrated with feedback and reviews. This allows managers to link performance discussions with longer-term growth plans, rather than treating them as separate processes.
- **AI Copilot (Leapy):** Leapsome's AI copilot answers questions about workflows, suggests next steps, and provides contextual guidance to managers and employees based on their role and data stored in the system.

CONSIDERATIONS FOR BUYERS:

- Leapsome is best suited for teams that want one employee management platform rather than separate tools for feedback, reviews, and 1:1s
- Configuration flexibility can be an advantage for mature HR teams, but smaller teams may need time to decide how much structure they want
- Pricing and feature access typically scale with organization size and selected modules, which is relevant for long-term planning
- Leapsome's AI features are built specifically for HR workflows with data privacy and [GDPR compliance](#) in mind; AI assistance augments human work rather than automating decisions without oversight.

SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Leapsome
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✗
COBRA	✗
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✗
EMPLOYEE SELF SERVICE	✓
FMLA	✗
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✗
REVIEWS	✓
SOCIAL NETWORKING	✗
SUCCESSION MANAGEMENT	✗
TIME & ATTENDANCE	✓
TRAINING & SKILLS	✓

VACATION & SICK LEAVE	✓
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✓
MULTI LANGUAGE	✗
MULTI CURRENCY	✗
CUSTOMIZABLE	✓
FURTHER INFORMATION	

SOFTWARE SCREENSHOTS

The screenshot displays the Leapsome dashboard for a user named Rainbow Johnson. The interface includes a dark sidebar with navigation options like Home, My Profile, My Company, Meetings, Instant Feedback, Goals, Reviews, Surveys, Learning, and Compensation. The main content area features a search bar, a greeting, and a 'Your checklist' section with a list of tasks such as 'Your daily digest on learning responses approval' and 'Confirm/Select the peers for Ross Geller'. A 'Task Status: Pending' filter is active. On the right, a user profile card for Rainbow Johnson is visible. An 'Ask Leapy' chat window is open in the foreground, showing a question about team progress on personal development goals and a response from Leapy with a loading spinner and a disclaimer: 'Leapy can make mistakes. Please double-check all answers.' The chat input field contains the text 'Ask anything...'.

Team dashboard

Reviews

- Elizabeth Lemon (Learning & Development Specialist) - Past (Sep 19) - 2.0
- Oscar Martinez (Recruiting Lead) - Past (Sep 19) - 2.8

Goals

Individual: 65.4% (Updated)

Instant feedback (last 30 days)

- 0 received
- 0 given
- 0 requested

Engagement

TEAM ORG: 8.6, 8.6

Leapsome

Calibrate

The underlying scores will be updated immediately. We will keep a record of the precalibrated scores and you as the calibrator.

1 2 3 4

Bottom Quintile Lower Middle Upper Middle Top quintile

Calibration context

- Role: Learning & Development Specialist
- Level: L4 - Team Lead
- Email: leapsomeandbook7@gmail.com
- Teams: People and Culture - Non-Managers (Auto)
- Start date: Feb 03, 2023 (2 years ago)
- Location: Location unavailable
- Unique Employee ID: 10205
- Has a book ID: Yes
- Is parent to a team: No

Results are normalized on a 0-100 scale (you are using)

Compensation benchmarks powered by Mercer

Filter: Location: United States | Job Function: AH - Human Resources

Function	IT	Level	IT	Location	IT	Breakout	IT	Breakout Value	IT
AH - Human Resources		E1 - Vice President		United States		Overall		Overall	
AH - Human Resources		E2 - Sr VP		United States		Overall		Overall	
AH - Human Resources		E3 - Exec VP		United States		Overall		Overall	
AH - Human Resources		E4 - Officer		United States		Overall		Overall	
AH - Human Resources		M1 - Supervisor		United States		Overall		Overall	
AH - Human Resources		M2 - Entry Mgr/Sr Spv		United States		Overall		Overall	
AH - Human Resources		M3 - Manager		United States		Overall		Overall	
AH - Human Resources		M4 - Senior Manager		United States		Overall		Overall	
AH - Human Resources		M5 - Director		United States		Overall		Overall	
AH - Human Resources		M6 - Sr Dir/Asst VP		United States		Overall		Overall	

Annual Company Salary Review - Sep 11, 2023

Progress

- Kick off (100%) - September 9, 2023
- Manager(s) submit proposal (22%) - September 30, 2024
- Approve calibration and approves (10%) - October 1, 2024
- Manager(s) sign off (10%) - October 14, 2024
- Cycle closed manually

Salary budget distribution

€1,000,000

- distributed: €3,400
- remaining: €994,600

Bonus budget distribution

€100,000

- distributed: €1,000
- remaining: €99,000

Leapsome

Users

Monica Hall - Paths: 8, 8, 0, 0 - Progress: 0%

Competency distribution of your team

Legend: Self, Team, Direct R, Manager, All

Leapsome

My manager cares about my opinions

Filter: Rounds: Jul 11, 2024

9.5 / 10 (3)

Benchmark: 8.48

Jul 4, 2024

2 answers