

Webinar

Lattice Fall/Winter 2026 Product Release

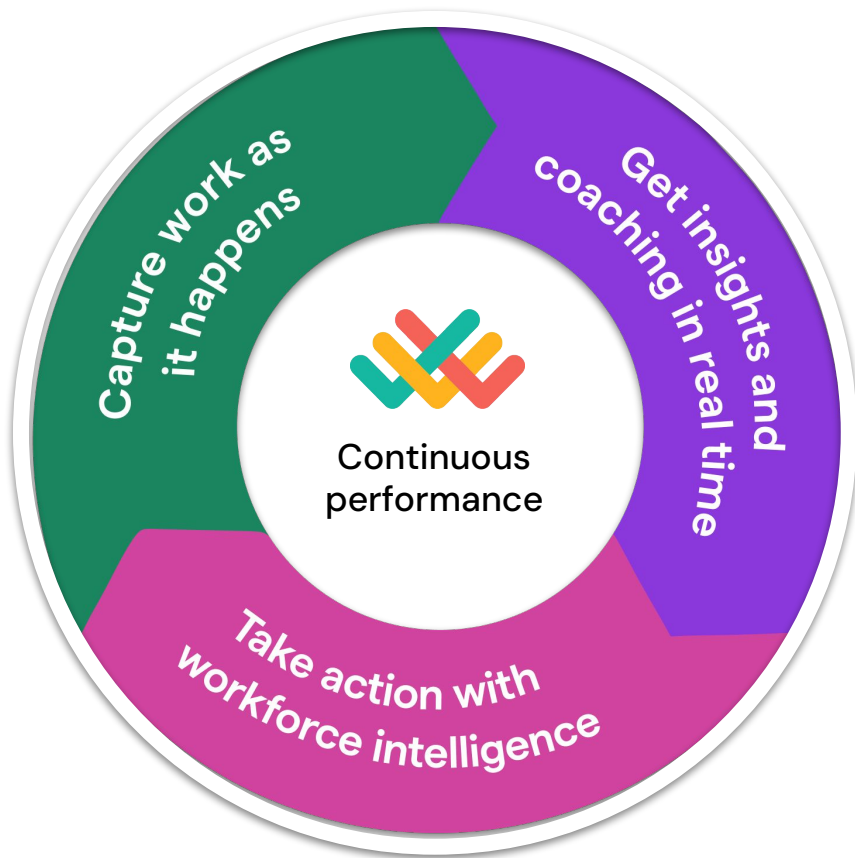


Welcome!

- We'd love to answer your questions! Please submit your questions in the Q&A tab.
- If you would like to see a demo of Lattice press the "Get Demo" button on the top right of your screen
- Resources are in the "Docs" tab.
- This session is being recorded and you'll receive the recording via email after the event.



Our vision:
We believe that
the future of
performance is
continuous and in
the flow of work.



OUR STRATEGY

Building toward continuous, AI-native performance

The acquisitions of Mandala and Pando help accelerate Lattice's move toward continuous, AI-native performance.



Mandala

Adds AI-native coaching technology to help managers lead better in real time.



Pando

Adds just-in-time performance capabilities that support continuous, competency-based growth.

Together

They deepen Lattice's ability to bring performance into the flow of work.

Fireside Chat



Sarah Franklin

CEO

LATTICE



Barbra Gago

Chief Marketing & Strategy
Officer

LATTICE



Kerry Wheeler

Director of Product Marketing

LATTICE



Safe Harbor Statement

The following is intended to outline Lattice's general product direction. It is intended for informational purposes only, and may not be incorporated into any contract. It is not a commitment to deliver features or functionality, and should not be relied upon in making purchasing decisions.

The development, release, and timing of any features or functionality described for Lattice's products remains at the sole discretion of Lattice.



Introductions



Kerry Wheeler

Director of Product Marketing

LATTICE



Amaury Sablon

Lead Product Marketing
Manager

LATTICE



Amanda Fesunoff

Senior Product Marketing
Manager

LATTICE



Jenna Cooley

Senior Product Marketing
Manager

LATTICE



H1 made performance easier and more evidence based.



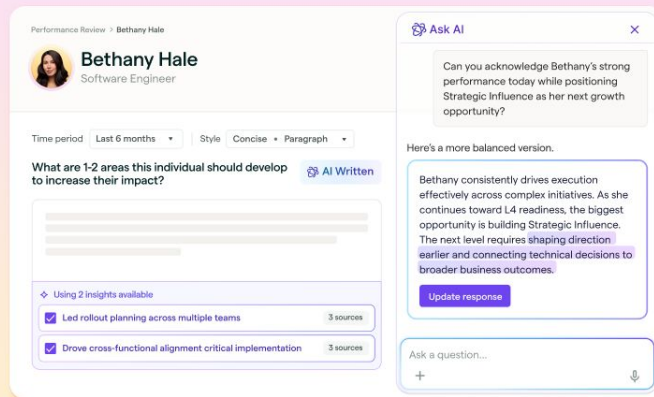
47% less time spent writing reviews.



Gave everybody access to **real time coaching**.



Made Lattice **context accessible** in your favorite tools with MCP.



Delivered in the first half



Performance

- Auto-Create Calibration Groups
- Reimagined Manager & IC Reviews UI/UX
- Bulk Delete Calibration Groups
- Bulk Peer Reviewer Upload via CSV
- Calibration Table UI Improvements
- Bulk Apply Calibration Settings & Participant Access
- PIPs Enhancements



Analytics

- Talent Review Embedded Analytics
- Talent Review Cycles Included in Review
- Ratings Measure in Charts
- Grouping review question results in Embedded Review Analytics



AI

- Updates summarization on the Homepage
- Agent in 1:1s
- Evidence-Based Review Drafts



Grow

- Competency & Competency Library Export



Compensation

- Additive Model for Cycle Eligibility
- Calibration Notes and Tags in Compensation
- Inline Editing for Recommendations
- Expanded Recommender Eligibility Pool
- Mid-cycle Eligibility Status Changes
- Recalculate Budget/Guidance During Active Cycle
- Explainable Employee Eligibility



Goals & OKRs

- Goals & OKRs UI/UX Refresh
- Goals Duplication for ICs



Platform

- Lattice MCP
- Workday Bi-Directional Sync for Reviews
- All fields available in all filters
- Improvements to Analytics and Charts



H2 will make performance continuous and in the flow of work.

Step 1 of 3

Create groups

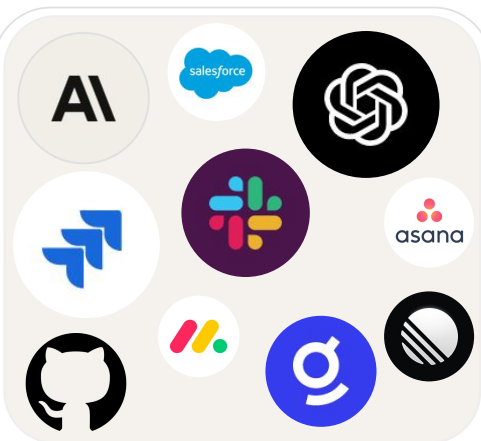
☐  **By department**
Create groups based on your department structure.

☐  **By manager**
Create groups for each manager and their direct reports.

☒  **By custom criteria**
Create groups by any field, including custom attributes.

Cancel Continue

**Customization &
Configurability**



**In the
Flow of Work**

Performance Review > Engineering 360 Performance Review

Engineering Shared with [icons] [Feedback](#)

Employees (25)	Reviewer	Performance	Signals estimate	Calibration questions
Potentially overrated 2 employees Go to list				
Bob Higgins	Maya Alvarez	Meets expectations	Rated above signal	Go to list
Nali Tanaka	Steven Collins	Truly outstanding	Rated above signal	Go to list
Potentially underrated 3 employees Go to list				
Ruby Gao	Maya Alvarez	Meets expectations	Rated below signal	Go to list
Prisha Kapoor	Marissa Oki	Needs support	Rated below signal	Go to list
Devon Lee	Marissa Oki	Orally exceeds	Rated below signal	Go to list
Rating aligned to signal 35 employees Go to list				

**Workforce
Intelligence**



Introducing Lattice Labs

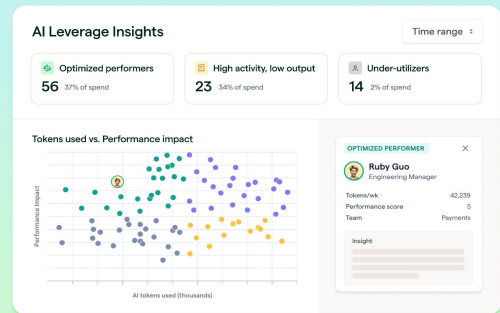
A new way to explore what's next for People + AI.

AI Leverage Insights

FIRST EXHIBIT

Turn AI activity into patterns you can act on

See AI adoption alongside team performance context to spot changing patterns, identify teams that may need support, and guide coaching without treating usage as a performance score.

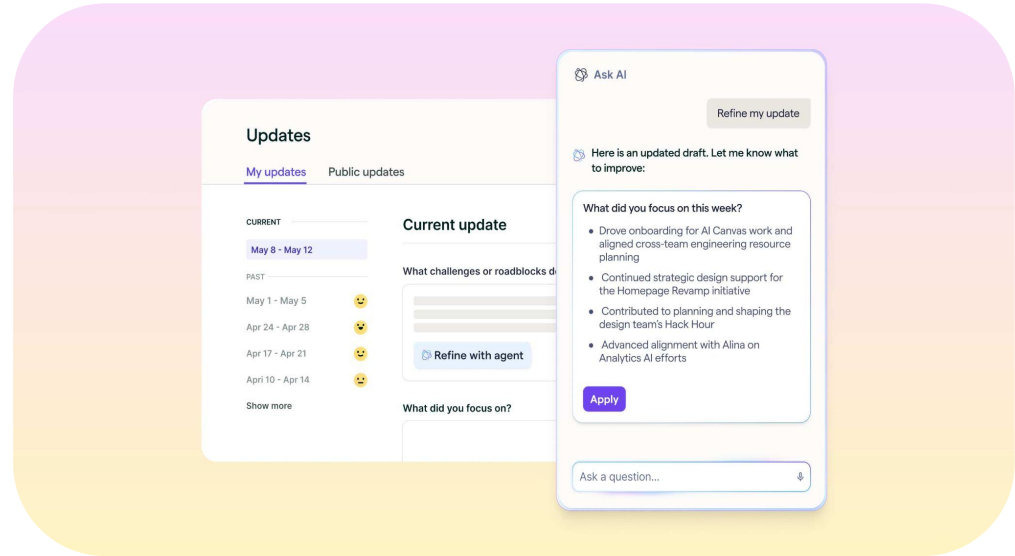


Fall 2026

Auto-Updates

Auto-Updates make it easy to build a regular habit of capturing and sharing work as it happens. Managers get a current view of team progress, and those updates can support reviews later on.

- Capture work as it happens from your **connected tools**.
- Review, edit, and submit updates in minutes from tools like **Slack and MCP**.
- Context captured in Updates **supports future performance reviews**.

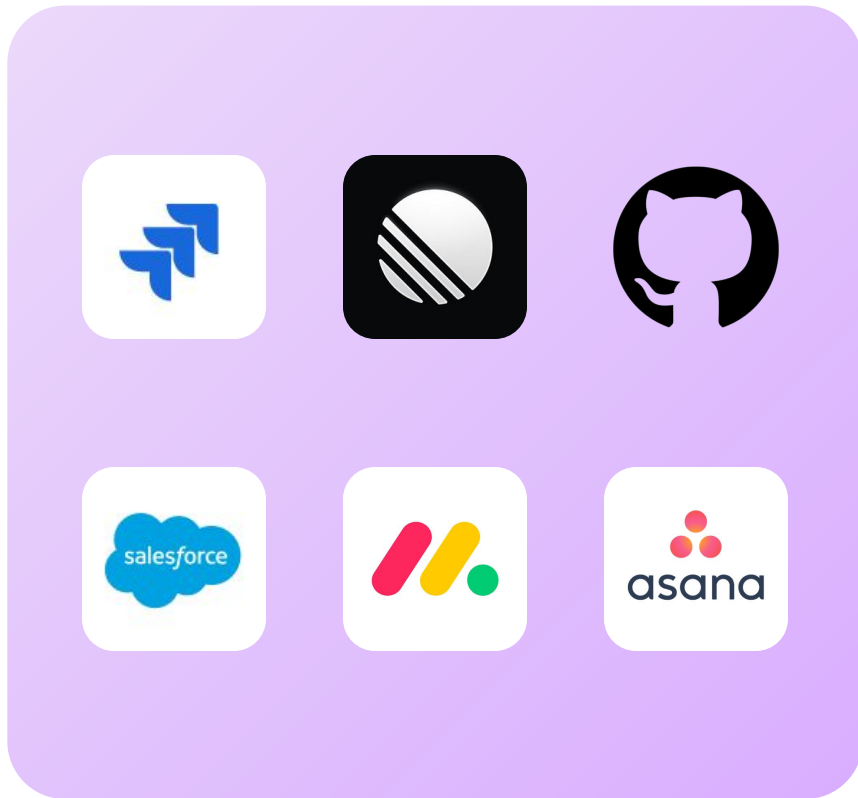


Productivity Integrations

Capture engineering + GTM impact automatically, instead of reconstructing it at review time.

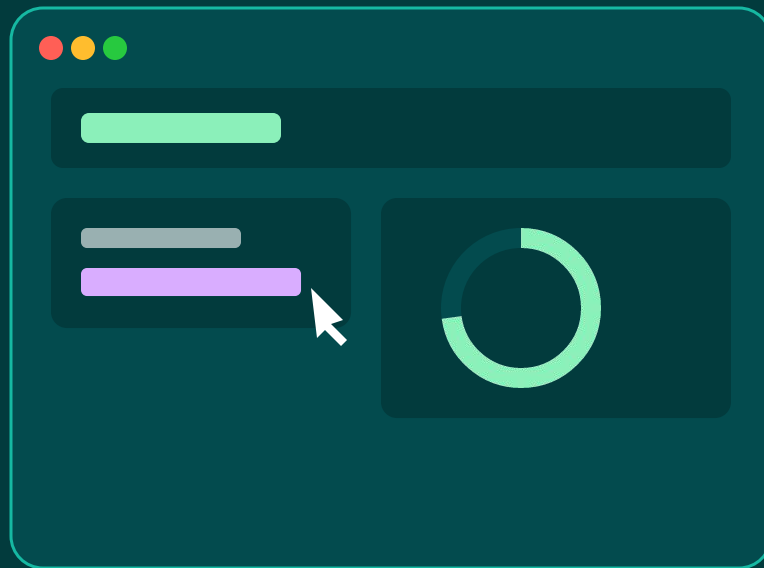
- **Draft stronger updates** and reviews grounded in real work.
- Give managers **clearer visibility** into employee impact
- Capture wins, milestones, and blockers from source tools.

Jira, Linear, Github, Salesforce, Monday.com, and Asana



LIVE DEMO

Product Demo

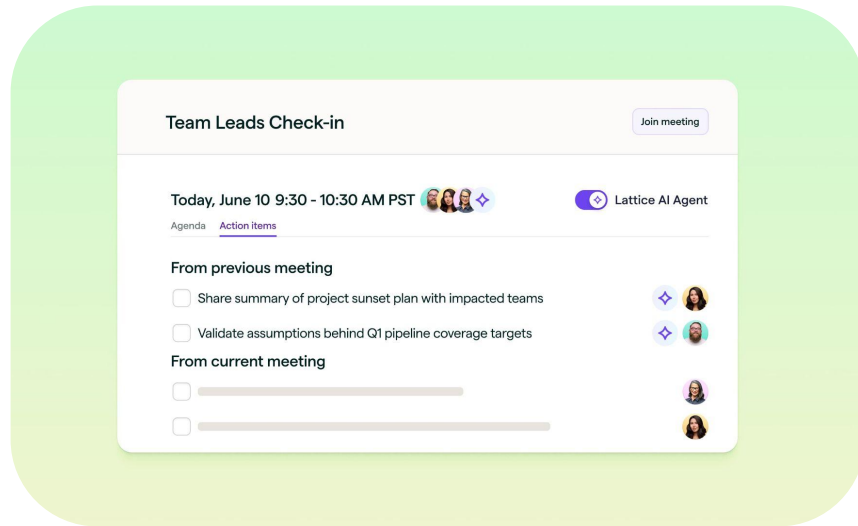


Fall 2026

Lattice Meetings

Expand your 1:1s experience to *every* meeting with AI that captures summaries, notes, and action items automatically so the data generated in the flow of work can power better performance reviews.

- Never lose context from a meeting with **searchability across past conversations and decisions**, plus downloadable transcripts.
- Run better 1:1s and group meetings with a **unified calendar view** that brings every call into a single space.



Winter 2026

Calibration Signals

Have richer, more efficient calibration conversations with AI-powered pre-reads and signals.

- **Get a pre-read for every calibration group** to help you prioritize employees that need discussion.
- Keep insights top of mind during the session with **calibration signals** right where decisions are documented.
- **Let AI surface the insights** so your people can focus on making better decisions.

Performance Reviews > Engineering 360 Performance Review

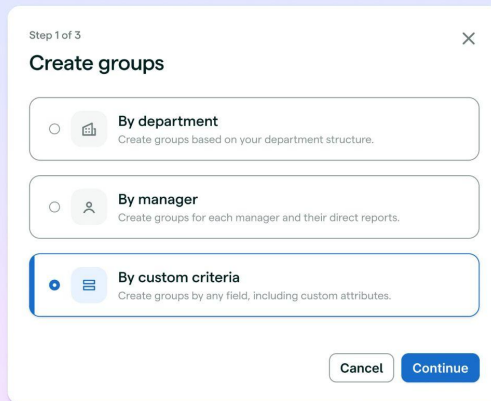
Engineering Shared with [3 icons] [Submit](#)

Employees (125)	Reviewer	Performance	Signals estimate	Calibration questions
▼ Potentially overrated - 2 employees AI Sorted				
Bea Nguyen	Maya Alvarez	3 Meets expectations	↑ Rated above signal	
Yuki Tanaka	Steven Collins	5 Truly outstanding	↑ Rated above signal	
▼ Potentially underrated - 3 employees AI Sorted				
Ruby Guo	Maya Alvarez	3 Meets expectations	↓ Rated below signal	
Priya Kapoor	Marcus Obi	2 Needs support	↓ Rated below signal	
Devon Lee	Marcus Obi	4 Greatly exceeds	↓ Rated below signal	
▶ Rating aligned to signal - 36 employees AI Sorted				

Calibrations Updates

Remove friction for larger teams, give admins more control over group setup, and make it easier to document decisions after the session ends.

- **Merge auto-created groups** to better reflect how your organization is structured.
- Build a **full audit trail** for every decision by exporting a CSV of all calibration changes.
- Calibrate at the scale of your org with support for viewing and calibrating **more than 250 employees in the box view**.



Compensation Enhancements

Tighter control over approvals and more flexibility in how pay is calculated so every cycle runs the way your team intends.

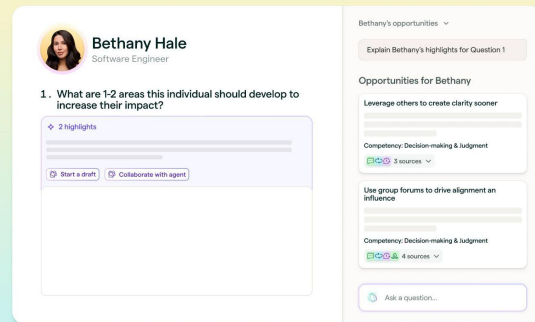
- Own your approval process by **configuring exactly who is included or excluded** in comp approval chains
- Calculate pay the way you actually run comp with **support for percentage-based adjustments** on base pay and bonus payouts tied to bonus targets

The screenshot shows a 'Step 1 of 2' dialog titled 'Edit approval chain'. At the top, it displays the profile of 'Sofia Chen', a Senior Design Manager with 5 recommendations. Below this, the 'SUBMITS TO' section lists two approvers: 'Allison Krausman' and 'Ines Futura', each with a dropdown arrow and a close button. A '+ Add approver' button is located below the list. A 'Reset changes' link is visible to the right of the approver list. At the bottom right, there are 'Cancel' and 'Continue to review' buttons.

Improvements to Reviews

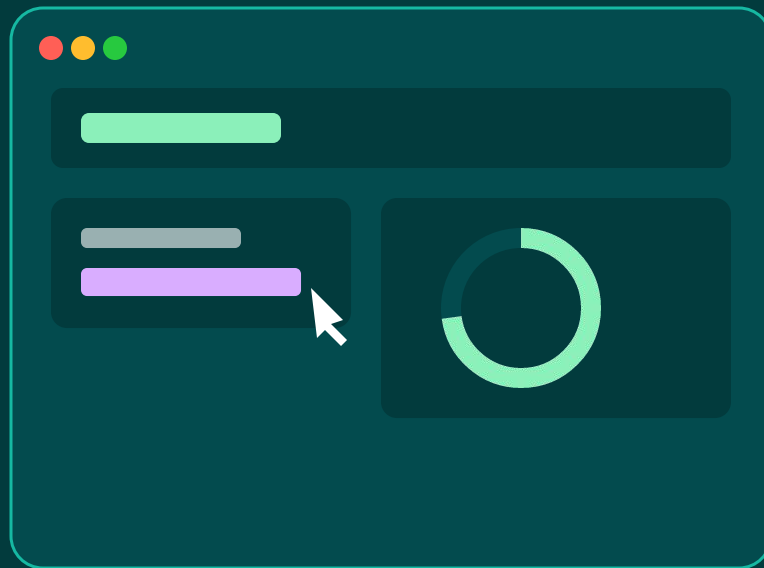
Run reviews that fit the way your team actually works with improvements that give admins more control, reduce manual work, and make cycles easier to configure.

- **Run more confidential and flexible cycles** by disabling packet sharing + setting different due dates per direction and group.
- Draft reviews faster across **more review types with evidence-based drafts** in peer, project, and automated reviews, as well as promotions.
- Give the right people **access to the right cycles** without opening up permissions across the board.



LIVE DEMO

Product Demo



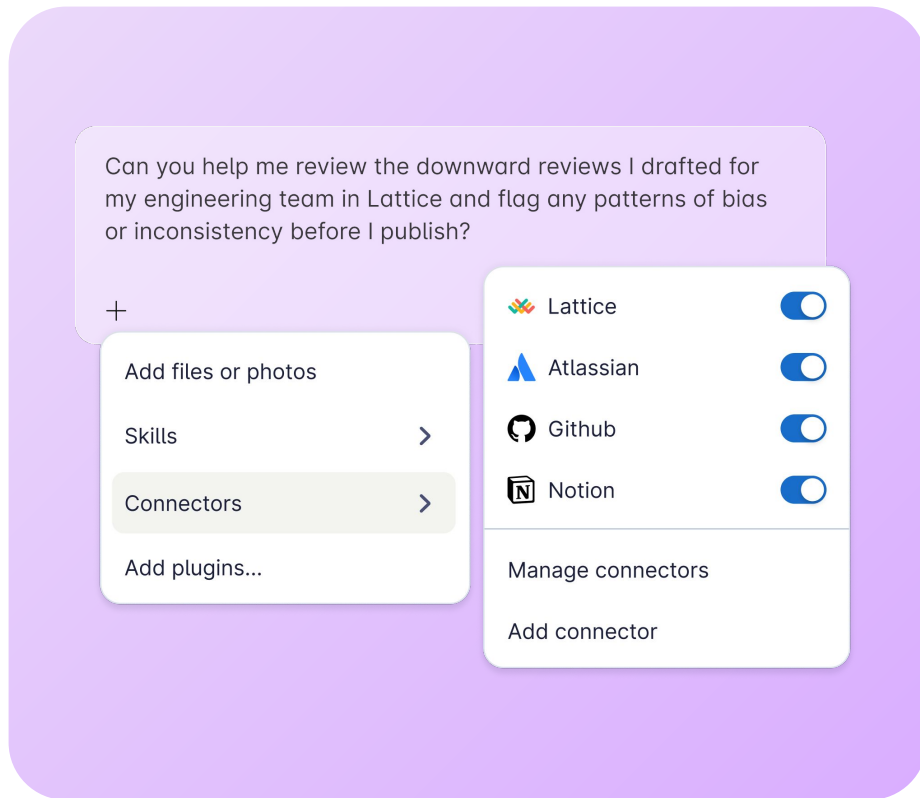
Integrations



Updates to Lattice MCP

Bring Lattice context and actions into the AI tools your team already uses.

- **More manager and employee tools:**
 - Submit updates
 - Request and send feedback
 - Set and update goals
 - Pull meetings data
- Connect Lattice MCP directly through the **Glean** plug-in marketplace.
- Expanded access for global teams with support of **EU data residency**.



Available today

AI Prompt + Skills Library



Platform ▾ Why Lattice ▾ Customers Resources ▾ Pricing

Log in

Request a demo

MCP / Prompt library

AI Prompt Library

People + AI: A new way to work. Use reliable prompts to bring Lattice context and better people practices into every AI workflow.

FEEDBACK

Requesting Feedback

Create a clear, context-rich feedback request that makes it easier for colleagues to share specific, useful input about your work.

Get the prompt →

UPDATES

Write a Weekly Update

Use your current Update questions and active goals to draft a concise weekly Update, then save or submit it to Lattice when it is ready.

Get the prompt →

REVIEWS

Draft a Performance Review

Pull together an employee's goals, feedback, updates, and review history to create a strong first draft of their performance review.

Get the prompt →

lattice.com/ai-prompts + lattice.com/ai-skills

Winter 2026

Lattice MCP for Admins

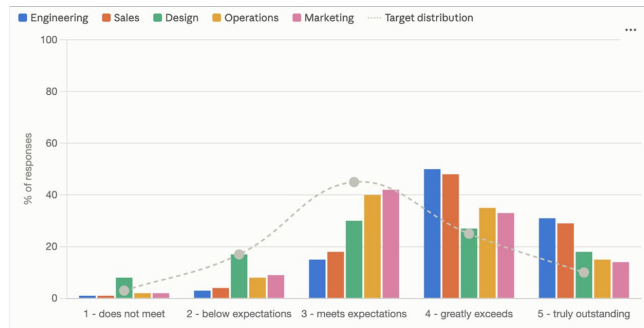
Turn trusted people data into answers, without exporting spreadsheets.

- **Analyze review progress and results** without spreadsheet work.
- **Analyze Reviews, Goals, Calibrations, and Feedback** at the org and company level
- **Compare data** by tenure, location, job architecture, competencies, and more

Review cycle analysis ▾

Breakdown by department

Engineering and Sales skew highest, more 4s and 5s than target. Operations and Marketing are closest to target, weighted more toward 3s. Design is the most balanced, spread fairly evenly across tiers.



Winter 2026

HRIS Integrations

Keep people data flowing between Lattice and your HRIS, so reporting stays accurate without manual work.

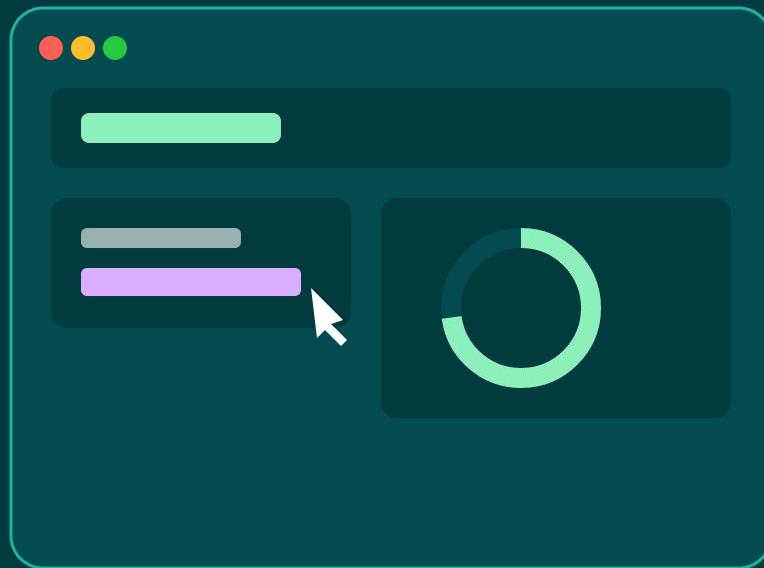
Winter 2026:

- Send Lattice performance data to **Rippling**.
- Send Lattice feedback into **Workday**.
- Import employee data from **HiBob** and **Paylocity** for richer reporting.



LIVE DEMO

Product Demo



Thank you!



Q&A

