



Irish Startup Launches Revolutionary Positive Peer Recognition Review (PPR) App to Transform Employee Recognition

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Talent Prospecting is proud to announce the official launch of the Positive Peer Recognition Review (PPR) App at Web Summit 2024. This first-of-its-kind software solution is designed to create a fairer, and more inclusive business world.

Built on the foundation of positive peer endorsements, the PPR App empowers employees to recognize each other's positive contributions, ensuring that exceptional people never go overlooked or underappreciated by management.

Transforming Talent Management: The Power of Peer Recognition

The PPR App enables companies to gain unparalleled insights into who is truly making a positive impact on their culture. Unlike traditional performance reviews, which often rely on the subjective opinions of individuals, PPR leverages the consensus positive feedback of employees working closely together.

This shift in focus from **self-reported to peer-validated** endorsements ensures that promotions and recognitions are awarded based on genuine merit and **consistent contribution**.

This crowdsourced recognition is more resistant to bias and highlights the attributes that conventional metrics often miss—such as **integrity, adaptability, empathy, altruism, and interpersonal skills**. These are the vital characteristics of great managers and leaders that are frequently overlooked in standard evaluation processes and fosters a healthy workplace culture.

“Our vision is to help companies make more informed, fairer decisions on who to recognize, reward, and promote,” said Conall Horgan, CEO of Talent Prospecting. “I see a future where amazing employees are rewarded for what they do and how they support their colleagues, rather than how well they perform in a brief interview or how well they self-promote. Identifying, rewarding and retaining people who embody your positive culture, Culture Role Models, makes for a better and more innovative workplace.”

The Personal Story Behind the PPR App

The PPR concept was developed two years ago when Conall Horgan, Talent Prospecting's CEO, was recovering from a debilitating back injury that left him mostly bed-bound for several months. During this time, Horgan reflected on the widespread challenges of bias in



traditional performance reviews and talent management systems. He lamented how those with ‘the loudest voices in the room’ often rose more quickly in companies ahead of their more able, but less noisy, colleagues.

His vision for PPR was born: a platform that would ensure employees are recognized based on the merit of their contributions, as seen by their peers.

“We’re still relying on outdated methods of assessing talent. It’s time for a new approach—one that values the collective positive feedback of those who work closely together, rather than just the perspective of an individual,” Horgan added. “There are few things more important in business than creating a culture that ensures the best people are recognised and rewarded, as, if you chose the wrong people to lead, your best people will leave.”

“The war for talent is on, and great employees will not remain in companies if they are not seen, valued, and appreciated.”

Addressing Today's Workplace Challenges

In an era of quiet quitting, companies are struggling to foster engagement and productivity. The key to reversing these trends is ensuring that recognition and promotion opportunities are awarded on merit, not office-politics or superficial performance indicators.

The PPR App is designed to address this pressing need by fostering a culture of appreciation and fairness. It reduces workplace bias, helps overcome structural discrimination, and boosts employee morale.

A New Era for Employee Recognition

As companies face increasing pressure to foster inclusivity and eliminate biases in the workplace, Talent Prospecting is proud to be at the forefront of this change. The PPR App ensures that the employees who make the greatest impact—not just the loudest voices—are recognized and rewarded.

“We’re thrilled to contribute to a fairer, more positive corporate future,” Horgan concluded.

For more information about the Positive Peer Recognition Review App and how it can transform your workplace, visit <https://www.talentprospecting.com>.

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About Talent Prospecting:

Talent Prospecting is a pioneering company committed to creating a fairer business world, where every great employee has an equal opportunity to shine. With the launch of the Positive Peer Recognition Review (PPR) App, Talent Prospecting continues to drive innovation in talent management, ensuring that recognition and promotion are awarded based on merit, fairness, and positive contributions.