As a Senior Manager, you know the importance of Performance Management to Drive up Your organisations Performance Management as well as enhance Quality, Productivity and Customer Satisfaction.

**You know that you cannot win in the marketplace without first winning in the workplace.**

**Your** Performance appraisal has three basic functions:

(1) to provide adequate feedback to each person on his or her performance;

(2) to serve as a basis for modifying or changing behaviour towards more effective working habits; and

(3) to provide data to managers with which they may judge future job assignments and compensation.

The performance appraisal concept is central to effective management.

Much imaginative work has gone into developing and refining it.

In fact, there is a great deal of evidence to indicate how useful and effective performance appraisal is.

Yet present systems of performance appraisal do not serve any of these functions well.

Here are some examples of what can happen with Poor Performance Management……

Ready to make the switch to a more modern performance management approach for Your organisation? For you know, you cannot win in the marketplace without first winning in the workplace!

Organizations that update their process have a lot to gain. In this Presentation we cover 7 great reasons to modernize your own performance management process.

**1. More Frequent Feedback**

Modern performance management strategies increase the frequency of the feedback employees receive. Whether it’s quarterly check-ins, project-based reviews, continuous feedback or frequent goal setting; when managers and employees are meeting more often good things happen.

Frequent feedback means that employee performance becomes a year-round conversation rather than just for the month before and after an annual review. It also keeps feedback relevant to the moment. It probably doesn’t make sense for employees to be guided for 12 months by one conversation? This alone will improve communication, employee involvement & trust…

Most organizations are faster and more agile than they ever have before. It’s important that performance management keeps up.

**2. Diverse Sources of Feedback**

Modern approaches don’t just increase the frequency of feedback, they also increase the sources of feedback.

Downward, self, upward, peer and external feedback all help to clarify the picture of employee performance. Employees are more to your organization than a relationship with one other person.

Also, relying too heavily on a single point of feedback can make it hard to identify biased data.

**3. Feedback Becomes Action**

Modern performance management is about results, not just completed forms in a filing cabinet.

That’s why approaches like Deloitte’s project-based reviews or Adobe’s quarterly check-ins do more than just promote long-term discussions of performance. They also encourage goals for setting intentions and continuous feedback for translating intentions into actions.

When you update your performance management approach, the discussion between a manager and an employee about performance becomes just the first step. You will want a system that promotes S.M.A.R.T, goals and coaching along the way. Ultimately the goal is to be driving meaningful outcomes for your organization.

**4. Outcomes Relevant to the Individual & Organization**

When HR builds a modern performance management strategy, they cater it to the needs of their own organization. Some focus on accountability, others on employee development or organizational alignment.

It’s no longer something you pull off the shelf for vague reasons like compliance. This means that the outcomes are relevant to the goals of the organization. If a fast-moving organization with a flat hierarchy implements an organizational alignment strategy they’re doing so because it solves a meaningful problem.

**5.  A Process Relevant to Employees**

A classic complaint employees have about annual reviews is that “half the questions don’t even apply to me!”

When managers and employees realize the new performance management approach has been built for them they’re far more likely to embrace it. Modern approaches also emphasize streamlined systems so that employees spend more time discussing feedback and less time administering clunky systems.

**6. Better Performance Data**

Modern strategies also focus on better questions that generate better data. The idea is to ask people questions they know the answers to.

Questions like “Is this employee ready for a promotion?” or “Would you want to work with this employee again?”

Modern approaches also rely more on qualitative data in addition to quantitative data in order to capture the nuances inherent to human performance.

**7. More Transparency, Trust and Fairness**

Ensuring Performance is based on the Job description of the employee, Centralizing and standardizing performance management helps keep conversations about employee performance open, relevant and fair.

If your organization is driving how performance is evaluated or recognized, you're less likely to have situations arise where managers are running their own systems that are incompatible with your values.

**Ready to Make the Switch?**

If you’re looking to switch to modern performance management, the next step is to choose the approach that’s right for your organization.

Please do let us know if you would like a personal Presentation to reap the above rewards

Do contact Norman@learn4s.com

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