"The Bottom line question is this:

[Research](https://login.bersin.com/Login.aspx?p=http://legacy-digital.bersin.com/resources/research/?docid=21648&h=1) shows organisations with employees who are more satisfied with their company’s approach to performance management are;-

* 1.3 times more likely to meet their financial targets
* Three times more likely to effectively manage change
* 3.2 times more likely to encourage risk-taking
* More than twice as likely to innovate

Your feedback is important to us, do help us please,

(in total confidence)

I am asking my contacts for help with a confidential survey, about how, although we like appraisals, they often don't work.

If you have about 1 minute to spare, could you let me know the following reasons, by just responding with the number(s) that they don't work for you, thank you. Could it be;-

1. They take up expensive staff hours

2. Their purpose is unclear

3. They are old fashioned paper based – or have just put the

 paper system online.....

4. They are not tailored to the individual, Team and Division

5. They don't capture instant/timely feedback

6. There is no measurement process – including that of our culture

7.Not linked to performance feedback and training

8. Managers not Trained

9. Our Appraisals are perfect (none of the above apply)

10. Doesn’t provide developmental coaching & feedback along the way

11. Our appraisals are not fair

12. Some other substantial reason

(please do let us know what it is)

Just do let me know the number (s) that apply to you/your organisation,

Many thanks for your time and response

Sincerely and warmly yours

Norman

Ref: Cost Effective, Tailored Digital [Employee Performance Review and Goal Management System](https://www.dap.nhs.uk/Products/336/Overview)

Dear

I’m writing to thank you for your time, regarding the Presentation on Cost Effective, Tailored Digital Performance Management and to find out how you’d like to move the conversation forward.

As a thank you for your Time, we would like to offer you a free digital copy of Performance Management for Dummies – (cost £18+)

For you to share with your Managers….just do let us know….

If you’re still interested, please suggest a next step.

I await your response….

Warm regards,

Norman

Dear

We have been trying to contact you, but without success.

As you may well know, we have been carrying out a survey on Linkedin

regarding performance management, and a number of your colleagues

have responded, whilst not statistically valid, what they say is important

this is what they said.....

Here is a 90 second Video for you to see how we can improve your performance management.

<https://www.dropbox.com/s/ya3iu6f5bms1oy4/Explainervideo-Performance_and_Goal_Management.mp4?dl=0>

Specifically....

I enclose our booklet for you to share.

Would you like us to send you a short presentation

even if it is out of professional curiosity?

Warm regards

Norman

Do contact [www.selectstrategy.com](http://www.selectstrategy.com/) for Testimonials and more details

Many thanks for taking the time to respond.

We strongly believe in **cost effective, tailored digital appraisals**, this will give you **Performance Management – the way you like it!**

1. The ability for upward and peer appraisal (useful in an organisation like yours)

2. The ability to tailor appraisals to individuals, & organisations divisions making them more relevant and engaging

3. The ability to give immediate and timely feedback to affirm or adjust behaviour, making it more 2 way and ongoing and engaging.

4. Able to use dynamic goal setting so as the priorities of the organisation changes, then targets for individuals can change - again making it more agile, engaging and less of a tick box exercise

5. Links performance feedback with training.

I hope this is in line with your thoughts on what a digital appraisal system should do for you.

In summary, will measurably build on your

Communication

Performance Management

Employee Engagement

**Or your money back!**

**Company culture** is so powerful: it **impacts** sales, profits, recruiting efforts and employee morale, whether positively or negatively. A great **company culture** attracts people who want to **work** or **do** business with a **company**. It can inspire employees to be more productive and positive at **work** while reducing turnover

To be successful, you have to have a place to work that’s more than a place to earn money

**Successful culture is a word of mouth issue**

You know you have a positive company culture when people are waiting in line to be part of your company.

It is likely not because you are offering more money than other organisation; It is possible that they could find better remuneration package elsewhere. However, people have heard about your company culture and they are keen to be part of it.

**Low employee turnover**

Another one of the signs of a positive company culture is when your current employees have been around for a long period of time and have no intentions of leaving the company.

Having a good salary and being in the comfort zone in the company are often good enough reason not to search for another job but it is normally having a healthy company culture that makes your employees stay for an unexpectedly long time. Employees would not leave the company if they are waking up happy and excited for work every morning.

**Smiles and laughter**

How do you know you have a positive company culture? You are often greeted with a smiling face or you hear well wishes of “Good morning!” being exchanged by your employees at the corner of the office. Organisations rarely succeed unless they are having fun.

**Sense of job security**

When you have developed a sense of job security among your employees at the workplace is one of the signs of a positive company culture.

This may be a little tough to notice but you will only realise it during team meeting or project briefing. Your employees are not worried about their colleagues succeeding in a task given or a project. In fact, they encourage and congratulate each other without animosity.

**Leadership role models**

Communication, communication, communication, upward, across peer groups and

You know you have a positive company culture when gossiping is not tolerated but it just does not happen. At any level or position, gossip is shut down with an encouragement to speak honestly directly to the individual. As importantly as any of the others, the senior Leadership Team “Walk the Talk” and are role models

**It is not ‘just a job’**

Looking forward to heading to work every morning is one thing, but looking forward to seeing colleague is another. Employees are serious when they are at work, feeling very determined to accomplish the task given to them.

However when it is time to knock off from work, your employees take their time to leave the office as they are still chatting with their colleagues, not wanting to leave just yet. Or they head to the pub together after work to watch that soccer match or just socialise together.

This does not mean they do not have other friends, but they really enjoy the company of the people they work with. This could be one of the ways on how to engage employees and get employee participation without you even trying.

**Employees are energised**

Another sign of a positive company culture is when there is a sense of employee engagement when it comes to completing a task as a team or individually. You often hear employees discuss about the task at hand and trying to help each other in finding solutions as a team. It gives them energy and they are constantly thinking of ways to get it done.

Employees are engaged and they work together on all work related projects and help where necessary. It does not matter who gets credit for what because they accomplished everything together. Your employees are knitted together, not separated.

**Embracing new ideas**

Another one of the signs of a positive company culture is seeing that your team embraces new ideas – all the time.

They do not sulk or whinged at a new idea you thrust at them, instead your employees pitched in thoughts to your idea and some would even suggest a better solution in delivering that idea, making it perfect.

See our article on [team building activities](https://inside.6q.io/team-building-activities-celebrate-new-year/) for ways to improve this.

**Open communication**

No hidden agenda, no secrets – having an environment of open communication is another one of the signs of a positive company culture.

The employees are not surprised with any information they did not hear until it was announced at a meeting or they received the details when they checked their email. New information is communicated well in advance with managers even asking the employees to help find solutions.

**In Summary**

It is worth the investment for companies to build and nourish their Performance Management culture. As an employer or a leader, you would want happy employees because happiness means more productivity and this would lead to better monthly sales for the company.

Dear Linda,

Many thanks for the update on your quest to improve **Dreams** Performance Management.

We know that costs are a particular issue for all retailers currently.

We also know you have around c1,900 employees of which c250 are managers.

You would want to measurably improve Peoples Performance Management,

With immediate feedback to build on **Dreams** Leadership, Quality, Productivity & Customer Satisfaction.

With Regular immediate feedback you will also enhance **Dreams Leadership**, Trust and Communication.

We would be delighted to give you (and some of your colleagues) a quick presentation overview of what we can offer.....

We believe we can service **Dreams Managers** with a full Cost Effective, Tailored Digital Performance Management system for only £35 per person set up fee and only £20 ongoing = £7K and £5k ongoing

When would be a good time for us to discuss Linda?

Warm regards

Norman