



# PERFORMANCE MANAGEMENT

**Poll:**

**Which Performance Management System do you currently use?**





# **DEFINING PERFORMANCE MANAGEMENT**





**PERFORMANCE MANAGEMENT:** the process of ensuring that a set of activities and outputs meets an organizations goals in an effective and efficient manner.

Performance management can focus on the performance of the organization, a department, an employee, or the process in place to manage a particular task.





## **Benefits of Performance Management Systems**

- Boost Employee Morale
- Highlights Training Needs
- Supports Workforce Planning
- Increases Retention
- Delivers Greater Employee Autonomy
- Increases Organizational Performance



# Performance Management System Challenges

- Poor/Wrong Design
- Lack of Commitment from Leadership
- Hard to Use
- Employees do not understand or trust the process

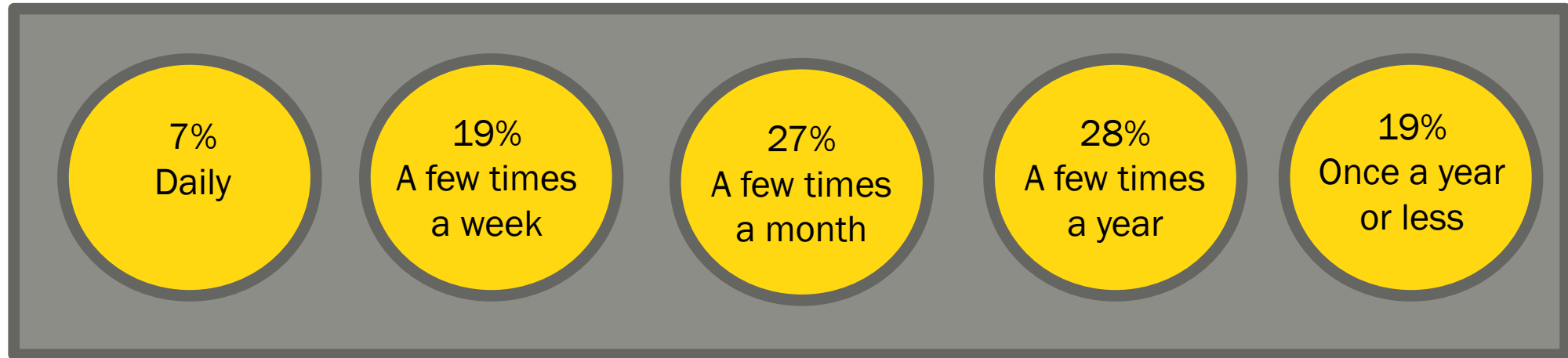


## **Poll:**

**How often are your managers formally monitoring performance and delivering feedback on it?**



## Gallup Poll: How often do you receive feedback from your manager?



Nearly half of the workforce receives manager feedback only a few times a year or less.



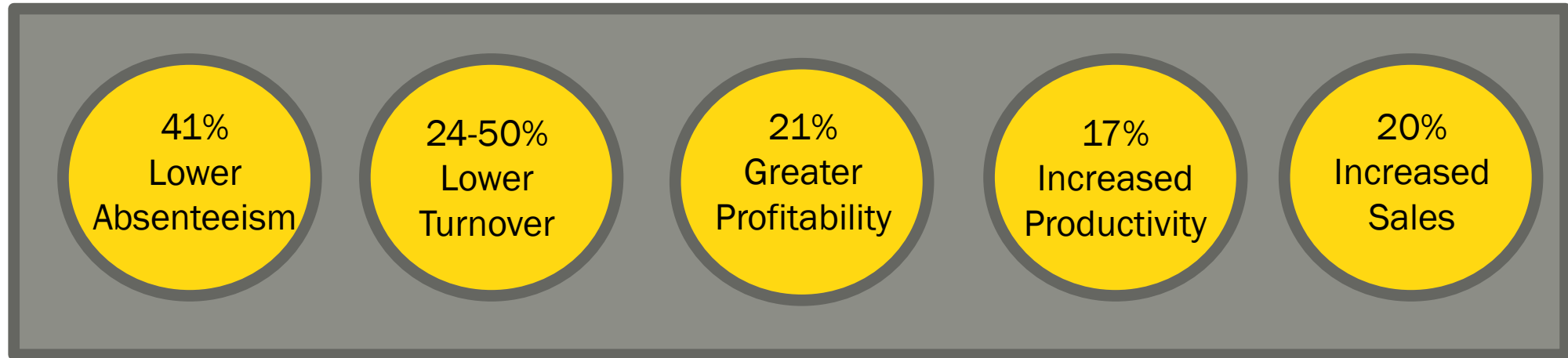


## **Build or Improve Your System**

- Setting Objectives
- Creating Buy-in
- Assessing Progress
- Regular Communication
- Formal Ongoing System Reviews



## Companies with strong performance management systems have:



*Gallup "State of the American Workplace" Feb 2017*

**QUESTIONS?**

