Put **Performance** Back into **Performance Management**

**Performance Management Should Motivate, Not Frustrate**

Employees are less satisfied with performance reviews than ever. Even high performers find them unhelpful and uninspiring.

Annually, performance management activities cost organizations millions of dollars, but these activities **do not** correlate to business unit performance.

Some organizations modernize their performance management approach; others throw out performance ratings entirely. **What’s right for your organization?**

Companies must make **3 shifts** to significantly improve performance management:

- **Evolve Goal-Setting Practices**
  - Performance goals often fail to provide the right motivation and focus.
  - Inspire higher performance by ensuring goals are not just SMART, but also challenging enough to drive performance.

- **Give Ongoing Feedback**
  - Feedback that only happens once or twice a year is not enough to help employees improve.
  - Teach managers to provide coaching and feedback throughout the year.

- **Streamline the Performance Review Process**
  - Complex rating scales and lengthy written reviews are time-consuming and frustrating.
  - Scale back documentation requirements and refocus energy on meaningful performance conversations.

**Stop** spending too much time on the formal process and **start**:

- Giving employees the insight needed to achieve key outcomes,
- Enabling meaningful performance conversations, and
- Connecting performance management with talent management.

**We can help.**


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