



Sue Jones, Owner Sue@HR4VR.com

Wednesday June 6, 2018



Performance
Management is More
than an Annual
Review

# Why is Performance Management Important?

- Positive behavioral changes
- · Motivates employee's to work hard
- Retains key contributors
- Provides insights for internal promotions and succession planning
- Prevention and protection against lawsuits



→ HR<sup>4</sup>VR



### Is it Time for a Change?

- Are your performance reviews driving the behaviors you need for your employees to succeed?
- Are your employees meeting and exceeding their goals?
- Are you provided with timely and relevant information regarding internal promotions and succession planning?



→ HR<sup>4</sup>VR

Its Time to Reinvent Performance Management 58%

of Business Owners Say Their Systems Don't Deliver

Page 5

# Are Annual Performance Reviews Here to Stay?

Business needs evolve quickly

• Can your annual goals keep up with them?

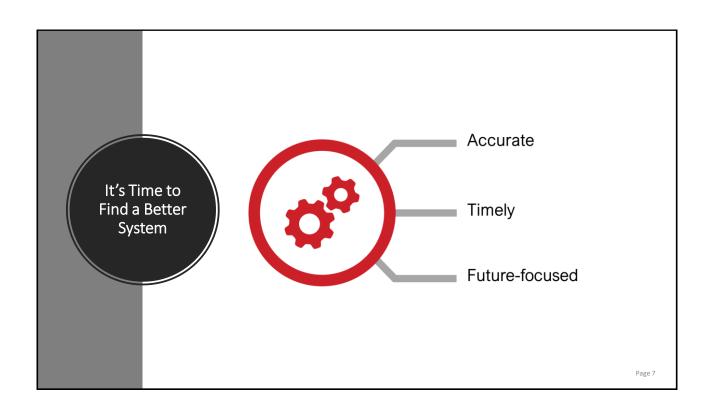
Real time discussions are much more valuable

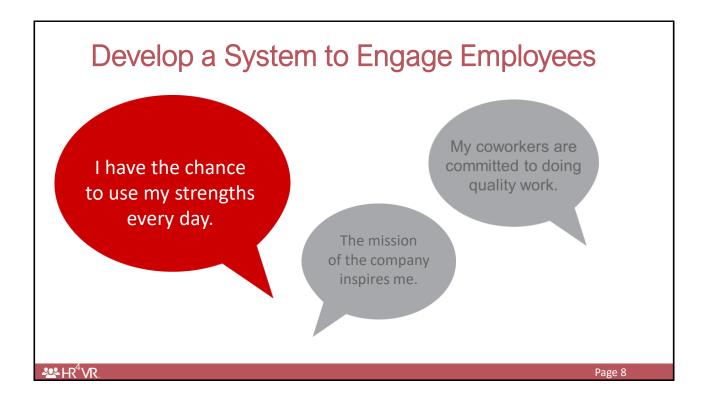
- Annual reviews focus on the past
- Real time discussions focus on the future

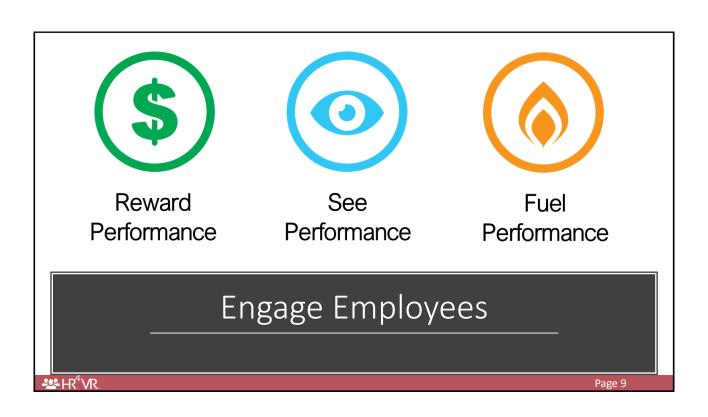
Skill ratings are not consistent between reviewers

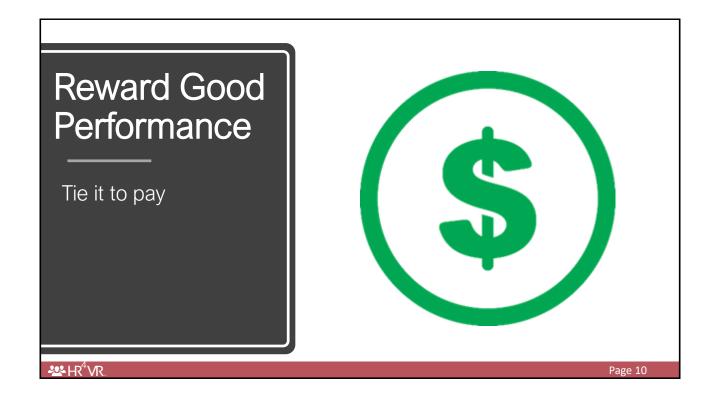
 Ratings are mostly a reflection of the reviewer











### How Do You Tie Pay to Performance?

- Base Pay / Wages
- Performance Incentives or Bonuses
- Recognition Programs
- What Else?



₩ H<sup>4</sup>VR Page 11

# See Performance Clearly The best judge is the supervisor

# New Ways to Assess Performance



#### Shift from:

What do you think of your employees?



#### To:

What would you do with your employees?



**₽₽** HR⁴VR

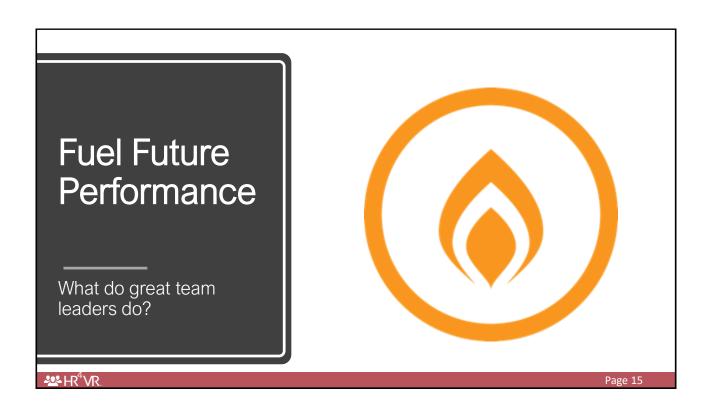
Page 13

#### Assess Performance Based on the Future

- 1. I would award this person the highest possible increase and bonus
- 2. I would always want this person on my team
- 3. This person is at risk for low performance
- 4. This person is ready to promote today



♣ HR⁴VI



## Great leaders hold Weekly Check-ins

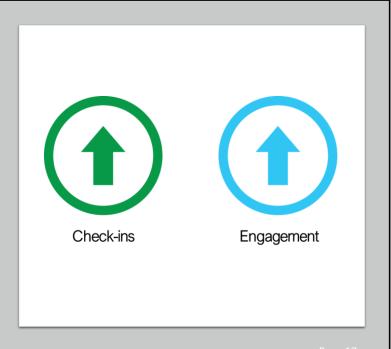
- Set expectations
- Review priorities
- Feedback on work
- Provide coaching and information



**₩**H?'VR.

#### Frequency Matters

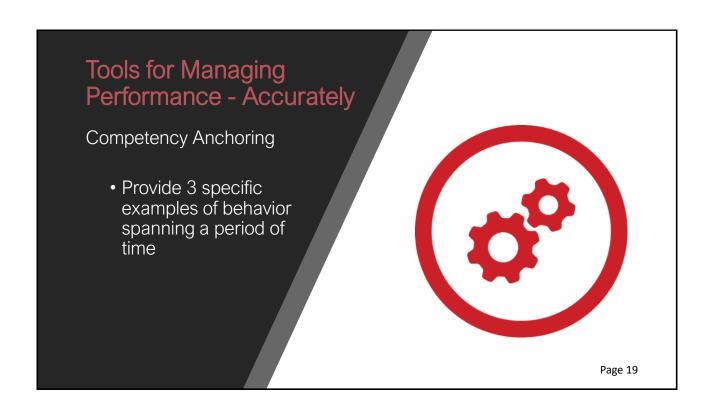
Drive accountability by holding employees responsible for initiating the check-ins



# Time for a Shift to More Timely Feedback

Annual Feedback







#### Tools for Managing Performance – Future Focused

Holding Regular 1-2-1's

- A 1-2-1 is a regularly scheduled meeting between you and your direct reports
- Ask employees to bring questions, problems, or challenges with proposed answers or solutions for discussion
- During the 1-2-1 review top priorities spending time coaching, leading and developing your employee.



Page 21

#### Next Steps / Key Takeaways

#### Ask Yourself

- What are some of the problems with your own performance review process?
- What drives high performance in your business?
- How can you foster that with your review process?

Thank You

Email Sue for Copy of Presentation

Sue@HR4VR.com

**₽₽** HR⁴VR

age 22