

# Performance Management

## Create a Painless Review process

Most people will say they want a performance management program, and most people dislike the programs they have. Why? Below are several questions that may uncover the root of the problem:

- *Are performance reviews a dreaded activity in your organization?*
- *Do managers avoid completing performance reviews or complete them half-heartedly or haphazardly?*
- *Does your performance management system evaluate performance consistently across the organization?*
- *Does your organization regularly communicate performance expectations to employees?*
- *Does your performance management system measure both quantifiable and non-quantifiable performance standards?*
- *Does your performance management system provide training to employees designed to improve the performance management process?*
- *Does your performance management system drive results to your bottom line?*

**2Develop** will work with your organization to customize a performance management program that reduces the pain in your performance appraisal process to help you unleash your desired results. One example....



***The Challenge*** A large, independent oil company wanted to open up their culture and increase accountability cross the organization.

Design, plan and execute a ***The Solution*** new performance management program customized to help the organization develop their people and improve performance.

***Results Unleashed*** The customized performance management program has had a tremendous impact on the organization's culture, performance, communication and morale.

## Program Goals

All of our performance management programs are built with these practical goals in mind, ensuring you ***Unleash*** new ***Results***

- Identify, grow, and retain talent
- Increase communication and performance feedback
- Facilitate alignment of individual goals with corporate goals
- Increase accountability for goals and performance