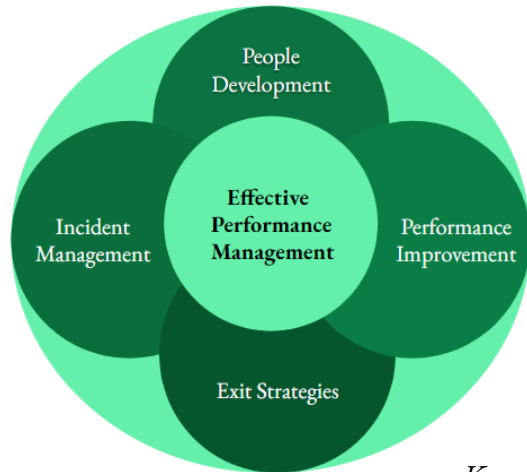




## Performance Management System



*Kerri Bryant*

### PEOPLE DEVELOPMENT

- Onboarding – training, application, reinforcement
- Expectations – clearly defined and committed
- Evaluations – periodic assessments of performance, self/manager
- Cadences for connection – weekly 1:1's, quarterly team, annual reviews
- Measurements of success – specific milestones to show progress

### PERFORMANCE IMPROVEMENT

- Coaching for change: mindset, habits/actions, results
- Performance Improvement Plan: when coaching efforts do not produce results desired
- Rewarding successful change: career advancement, compensation, non-compensable rewards

### INCIDENT MANAGEMENT

- Specific to an event that occurred that violated company policy.
- Fact Finding
- Communication Plan (timing, who to invite, location of crucial convo)
- Decision on PIP (see Performance Improvement) or Termination (see Exit Strategies)

### EXIT STRATEGIES

- Two choices: reposition or termination