FORWARD

Performance Management System



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

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