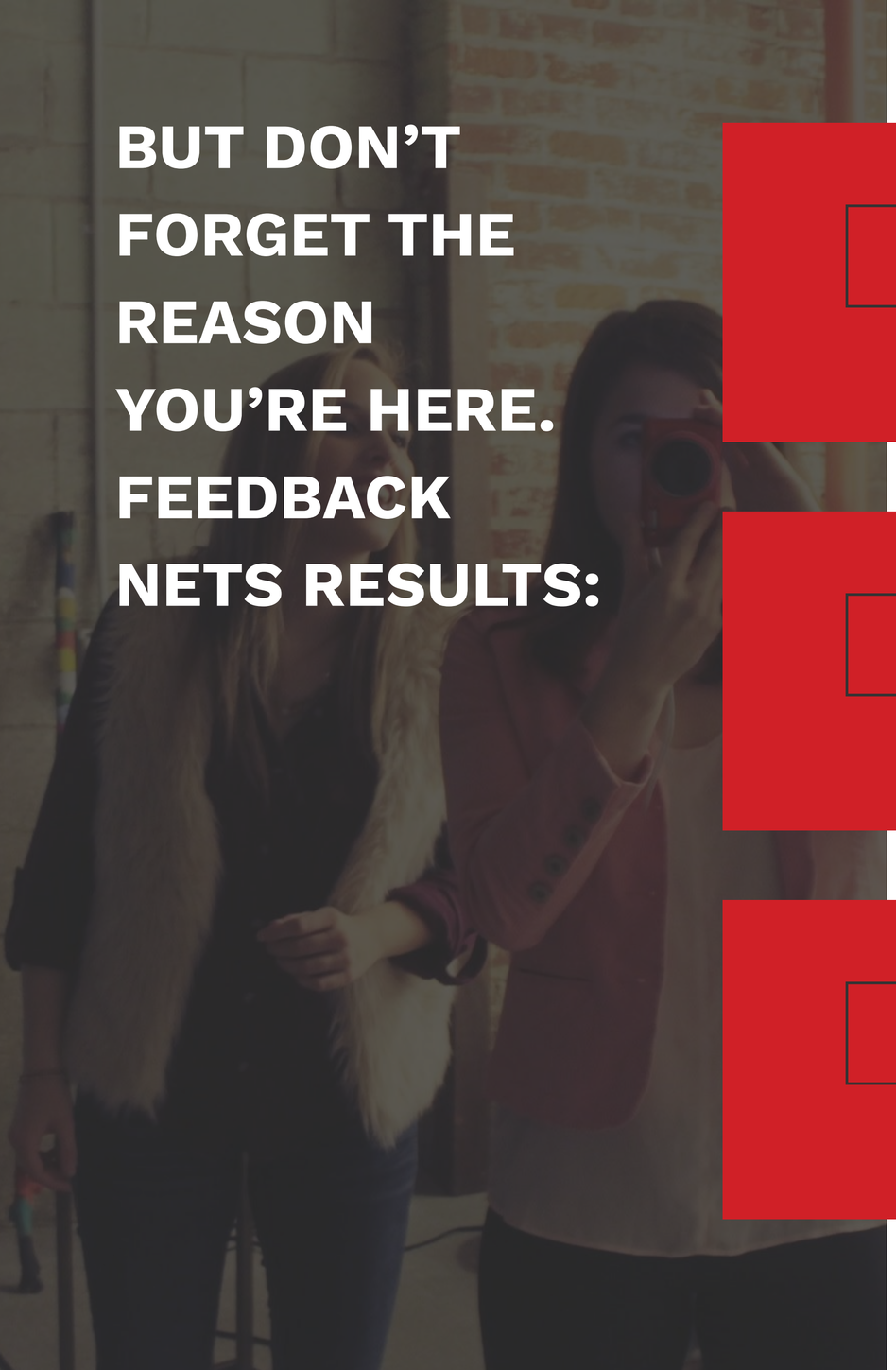
MICROFEEDBACK, CONFRONTATION & VALUE ALIGNMENT

How to Get Better Performance Monthly, Weekly and Daily!

Building a performance culture with social?

How on earth can you do that?



BUT DON’T FORGET THE REASON YOU’RE HERE. FEEDBACK NETS RESULTS:

Managers who received feedback on their strengths showed 8.9% greater profitability.

69% of employees say they would work harder if they felt their efforts were better recognized.

92% of employees agreed with the assertion, “Negative (redirecting) feedback, if delivered appropriately, is effective at improving performance.”

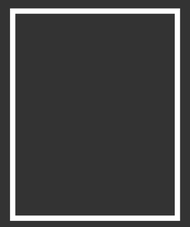
80% of Gen Y said they prefer on-the-spot recognition over formal reviews.

77% of HR execs believe performance reviews aren’t an accurate representation of employee performance

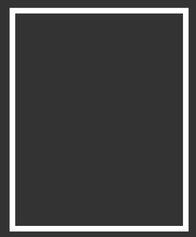
Sometimes people focus so much on the review side of performance reviews, we forget about the fact that we should be focusing on the performance side.

JUST KIDDING

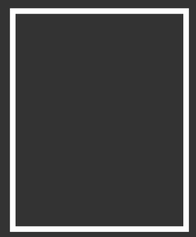
HOW WORTH IT?



Builds employer brands for global companies

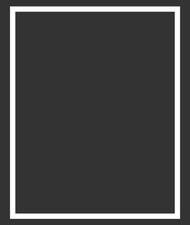


Marketing and Ad campaigns seen worldwide

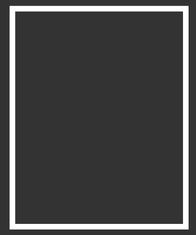


Ghost writes papers that many of you have likely read

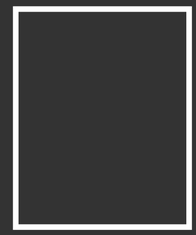
HOW WORTH IT?



Builds websites For non-profits and F500 alike

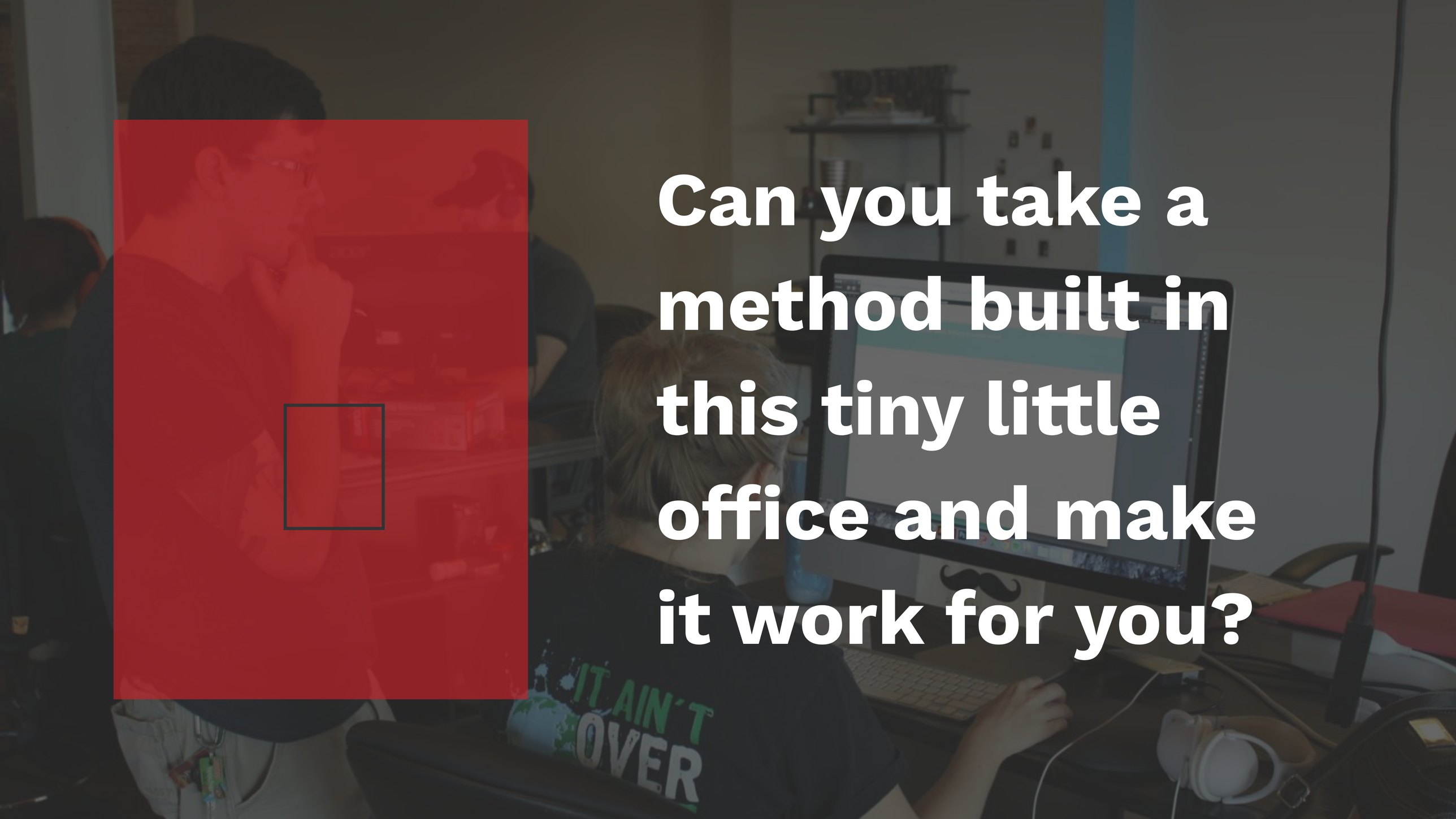


Kicks off every Friday at 3:30 for wine and cake

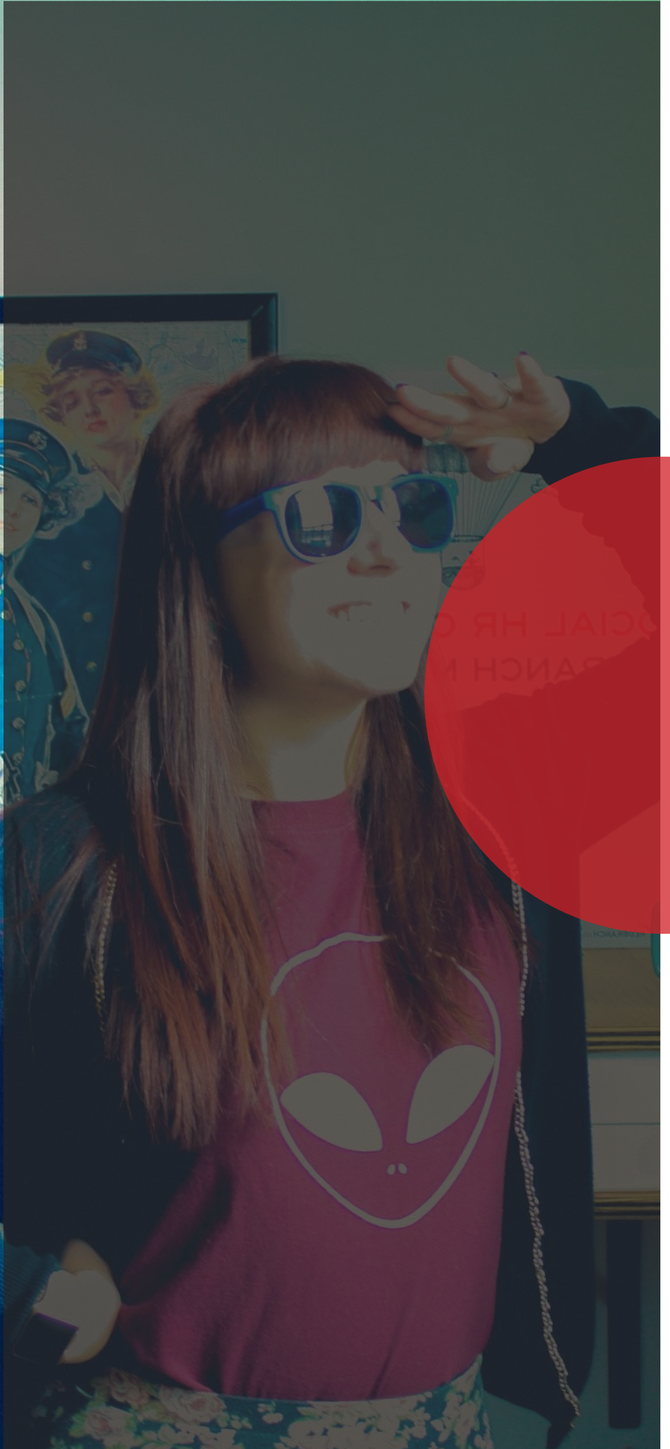


Everyone gets at least one WFH day

THAT'S PERFORMANCE PEOPLE



Can you take a method built in this tiny little office and make it work for you?



WHERE WE STARTED

It can be tempting to override things like performance management

GOOGLE FORM THAT ASKED THESE QUESTIONS:

1

What do you feel like you're doing well?

2

What do you feel like you need to work on?

3

If you could do anything all day every day (work-related), what would it be?

GOOGLE FORM THAT ASKED THESE QUESTIONS:

4

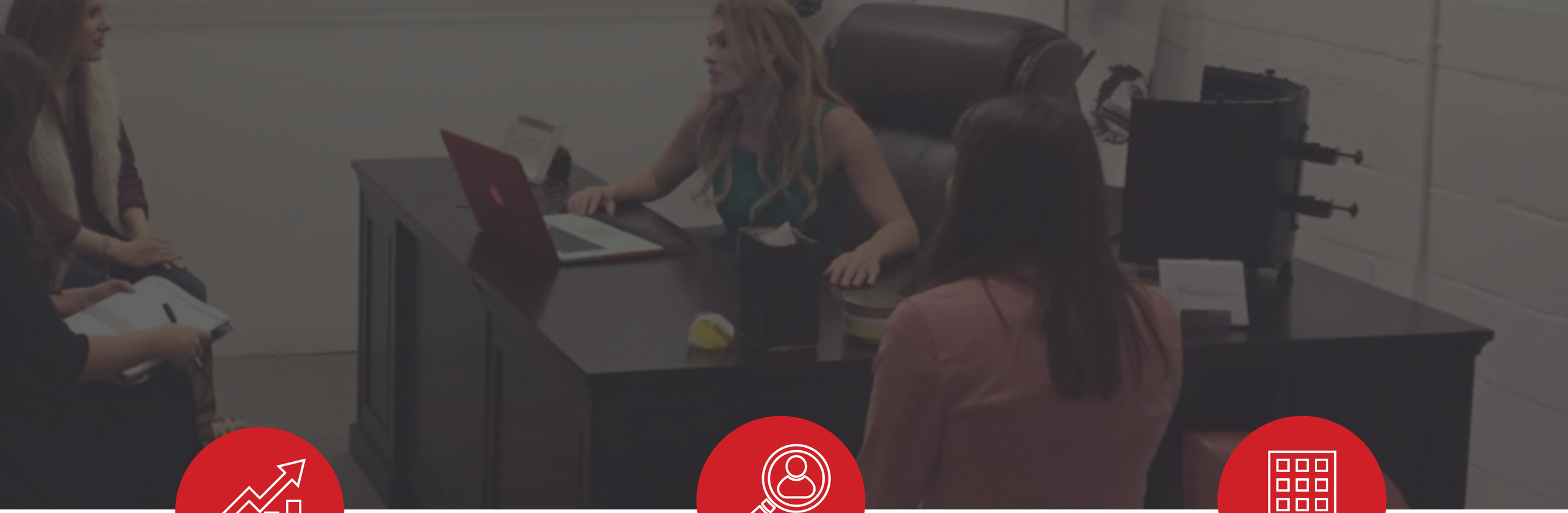
Are there any tools you need to do your job better?

5

How can we better support you as a manager?

6

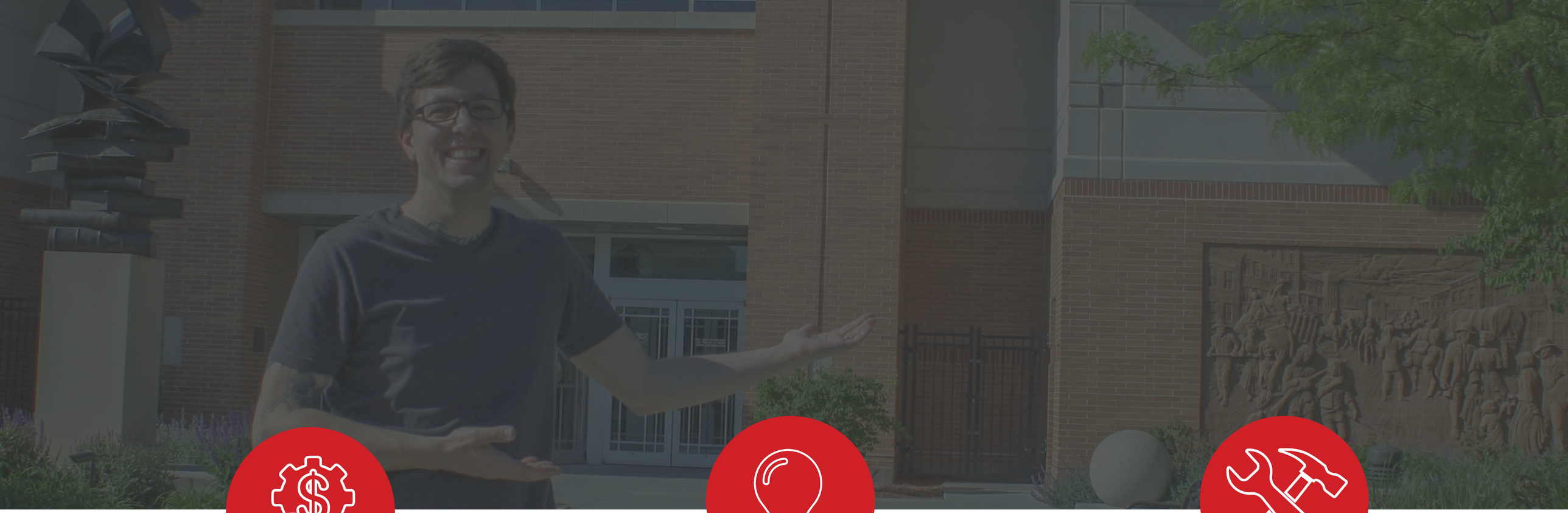
What goals do you have for yourself to reach by your next review?



Address pride and performance first

Focus on where people are struggling

Ask about value to the company



Ask how you can be more valuable to them

Learn about future ideals

Ask about tools, people will not tell you unless you ask

People have no issue telling you what they are proud of.

STRUGGLES ARE REAL

OUR COMPANY IS BOOTSTRAPPED

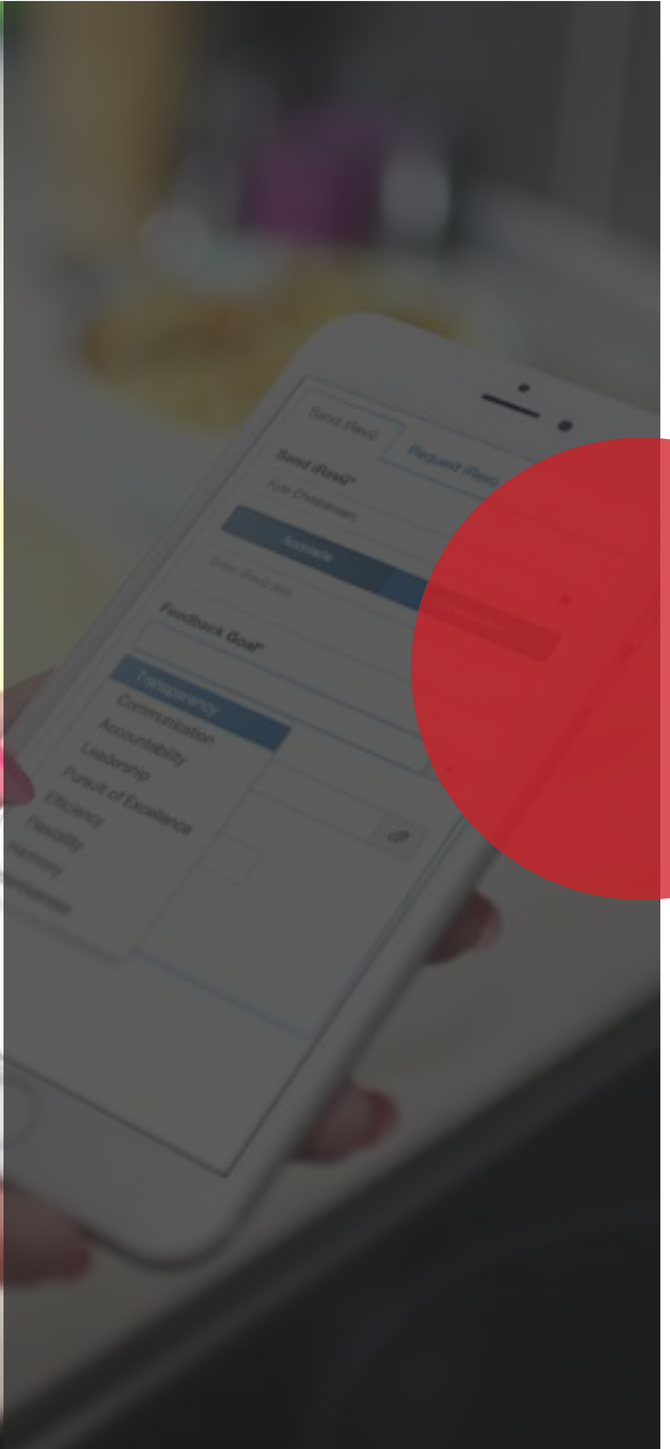
CRITICISM TIME

Succession planning for the smart minded.

So we did and DO conduct these performance reviews every 2 months and It WAS a giant time suck.

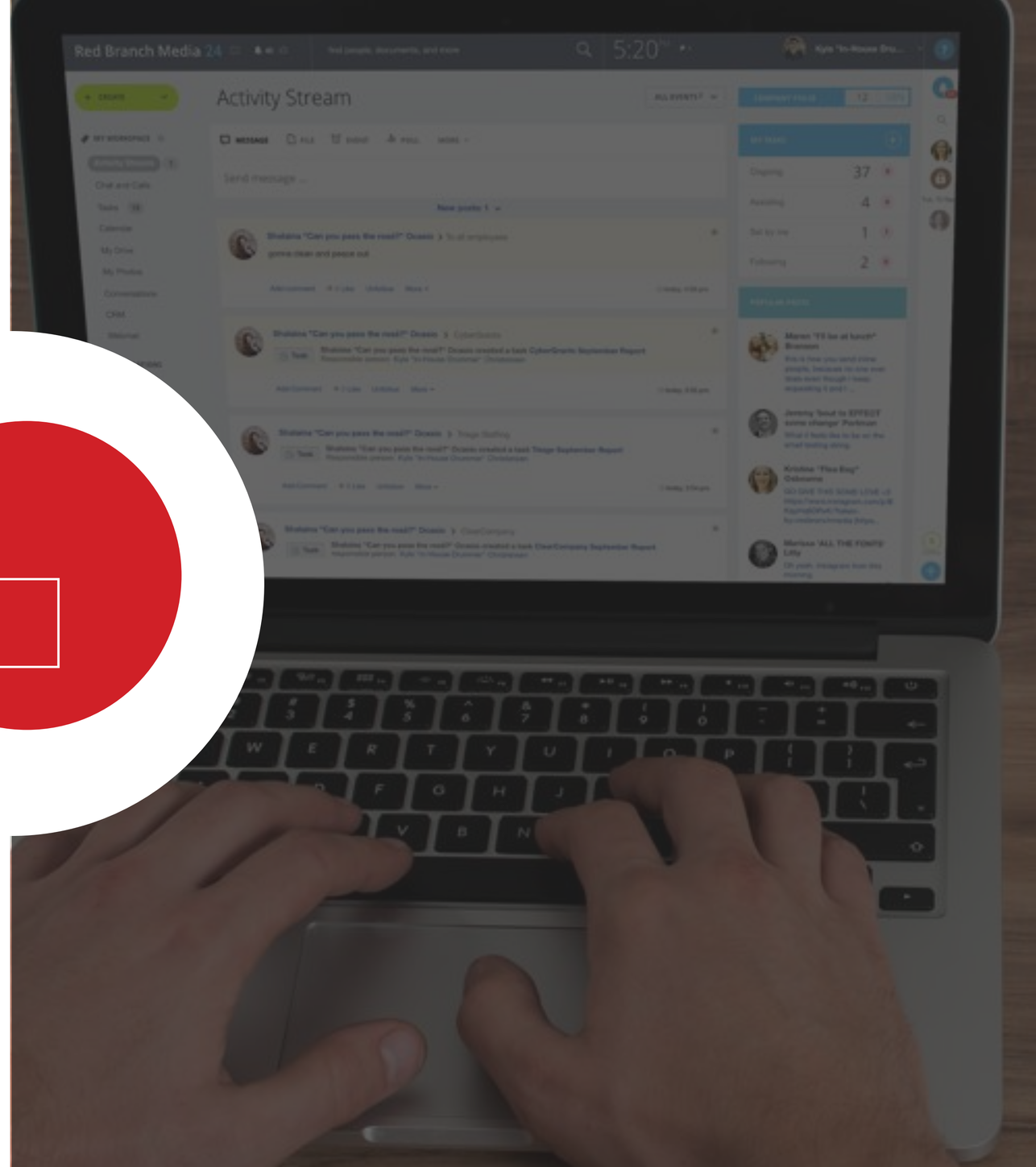
ENTER IREVÜ

“How is that better than email”



I CAN IDENTIFY THE VALUES THAT MATTER AT RBM.

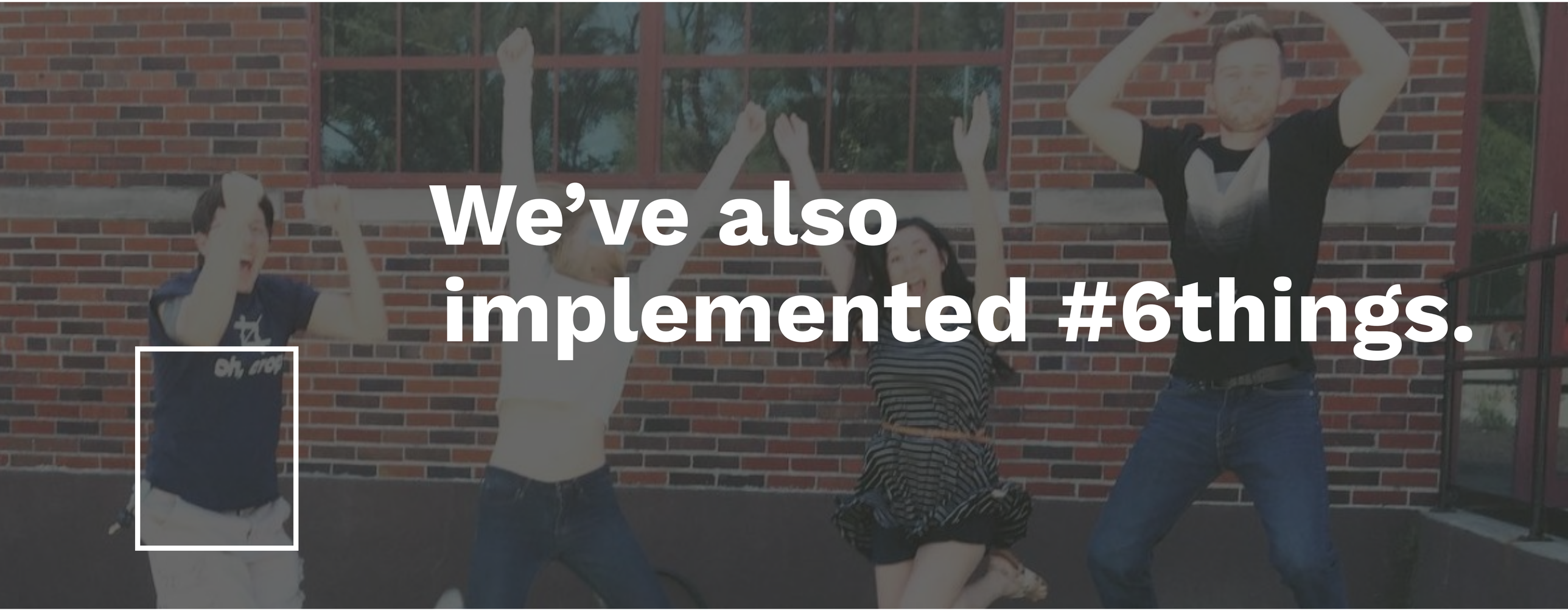
We’ve created a total feedback loop in that people can respond specifically to feedback.



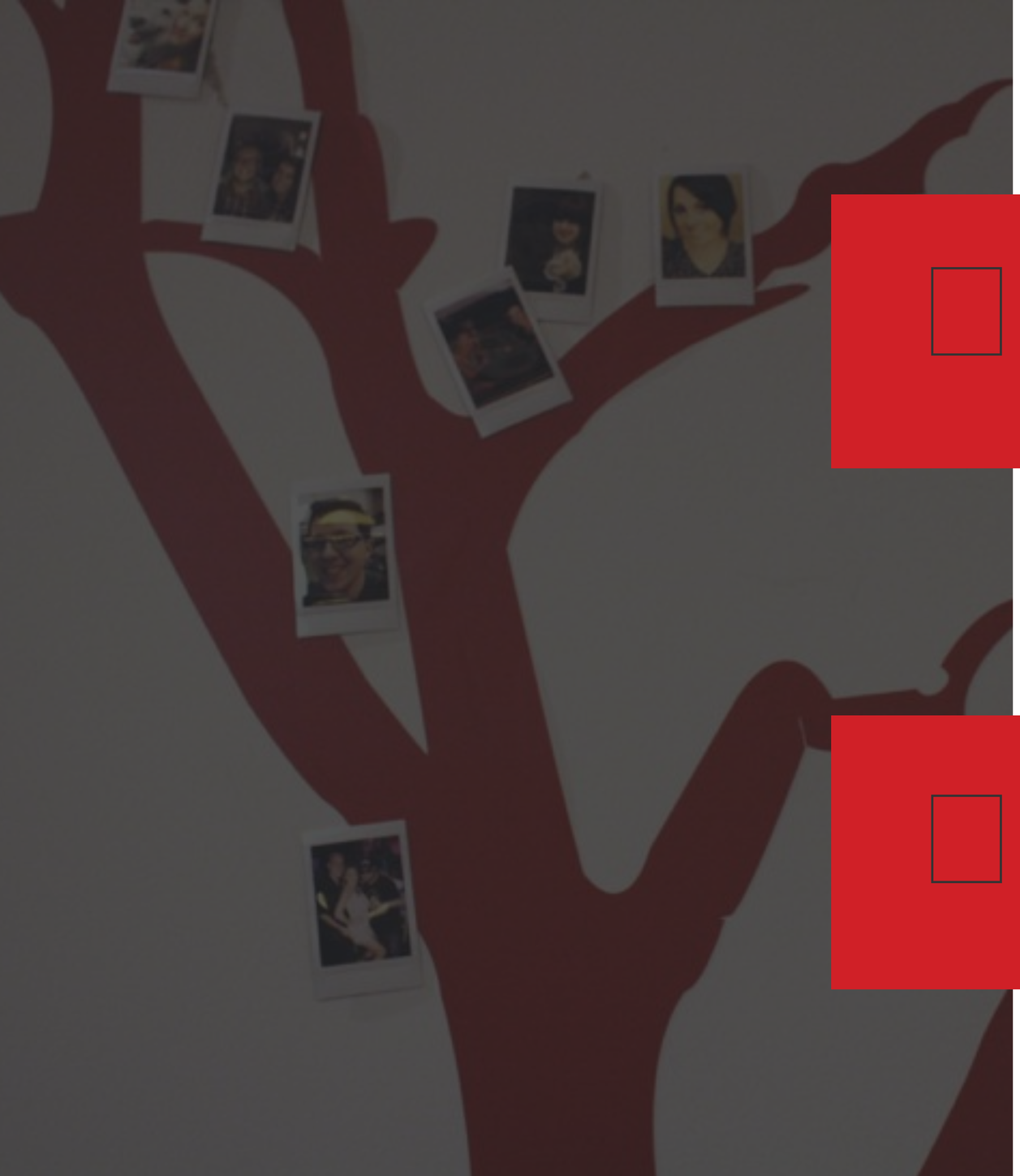
Eatin’ Meetin’

THIS IS
OUR
WEEKLY
CHECK-IN

I know my team needs that weekly dose of pride from their CEO, Manager, whoever to keep them going.



We've also implemented #6things.



People are encouraged to round out their lists, ask questions and assist one another in a specific way before the day is done.

While this is less a review strategy than some of the other things we’ve talked about today, it’s a super performance indicator.

Q&A