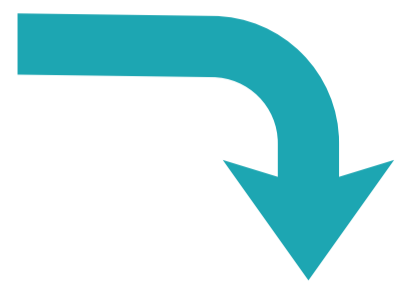


COLLABORATION-BASED PERFORMANCE MANAGEMENT



Don't Skip the Critical Part of Establishing a Vision

With a clearly understood vision and mission, leaders will be able to establish robust strategic and operational priorities that will drive the accomplishment of key goals.

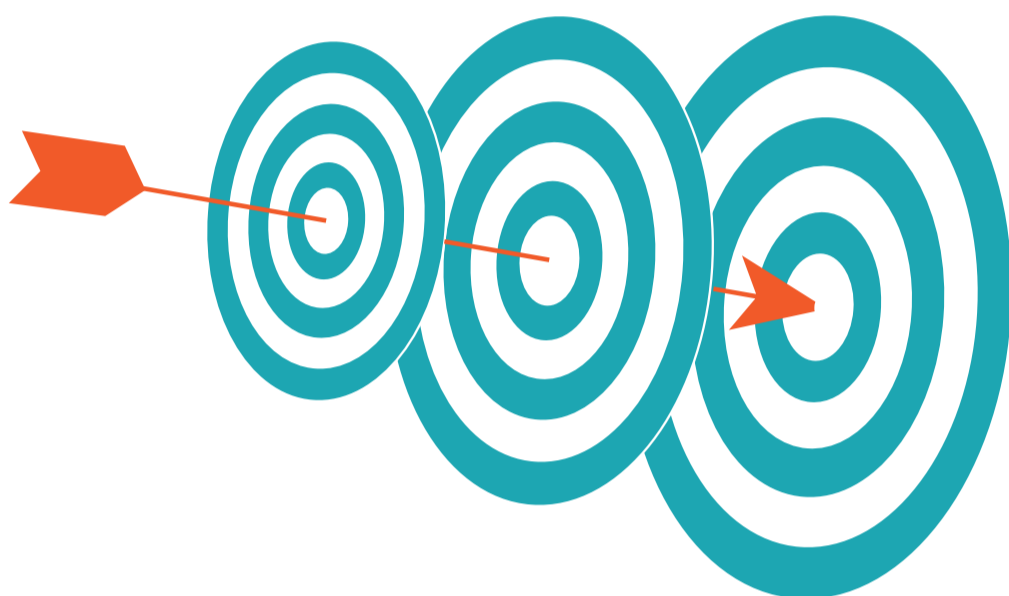


Shared Goals – Not Just the Organisation's Goals

Managers need to understand the personal interests and individual purposes of team members in order to foster a connection to the goals of the organisation.

Overcoming Systemic & Cultural Challenges

One of the most effective ways of perceiving performance management in a positive light and being able to truly enjoy the process of journeying with team members is to help facilitate their process of establishing shared goals.

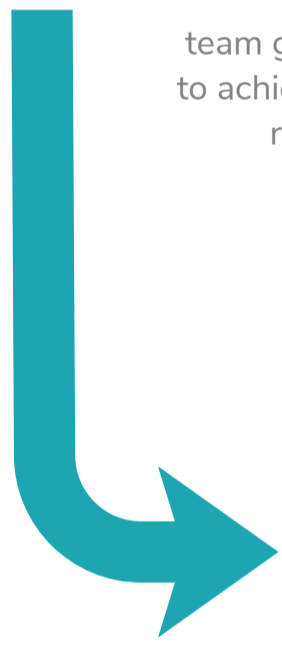


Optimising Goals – An Easier and More Realistic Way to Establish Goals

Have 3 to 5 critical goals, bearing in mind that each may require another 3 to 5 sub-goals to be achieved. With challenges such as time constraint, leaders should focus on the few goals that are truly important.

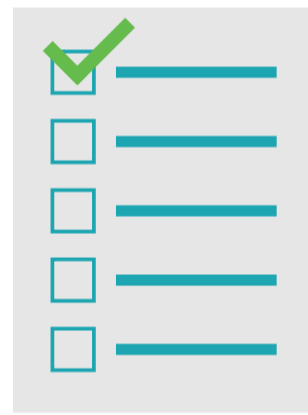
Identify

Establish a timeline to align team goals and define milestones to achieve sub-goals. Planning for resources and obstacles is a critical step too.



Action Plan

Translate milestones of sub-goals into key actionable tasks for progress to be made.



Constant Realignment

The process of reviewing progress and making mid-course corrections, as needed is critical for effective real-time performance.

Goals & Sub-goals



2-Way Feedback/ Dialogue

Having frequent empowering performance conversations, instead of annual evaluation sessions, helps build trust and collaboration for constructive and accurate feedback.



BUILD TRUST.

Lack of trust will be your biggest performance management derailer.



Attainment of Goals

Learning how to give feedback in a way that motivates one to do better is a learned skill and with practice the results speak for themselves. Embrace performance management as an ally, not a foe.