

# Performance Management

## Objective

Do we have a consistent view of Performance Management in our organisation? How do we define the desired performance of our teams? How do we support our teams to achieve the desired performance? What do we measure when aiming to achieve goals and objectives?

The effectiveness and efficiency of translating an organisation's strategy into action can only be ascertained if you have a reliable process that monitors and measures the performance of your key processes. An effective Performance Management process focuses on planning, monitoring, measuring and improving performance.

## Process

Helping Managers understand their role in Performance Management and developing the required skills to:

### Plan

- Understand the organisational process of Performance Management
- Implement participative goal setting

### Review

- Create a continuous feedback loop

### Appraise

- Measure against benchmarks and standards set and agreed upon

### Develop

- Define means and opportunities for continuous improvement
- Motivate and support for improved performance

