

# Performance Engagement

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## What is it?

We've turned Performance Management upside down! No longer is it an annual, top-down process that is the primary responsibility of the Manager or HR Department. Performance Engagement is a fully automated system that allows an individual to take charge of their own performance with oversight from their manager. Objectives, Key Performances Indicators and Targets can all be entered, approved and measured as they happen throughout the year – not just evaluated in hindsight. Appraisal becomes a progressive activity, constantly moving with business activity in a way that makes performance a daily focus. Align the activities of the organisation, create a motivational climate, have your finger on the pulse as things happen.

The traditional annual appraisal process is somewhat flawed in that it does not address the basic human needs in the motivation process: that is, that feedback be as immediate as possible, that it focuses on actual things people have done, and that a person is given every opportunity to correct behaviours. Performance Engagement is an ongoing process of measuring and adjusting performance to continually focus behaviours throughout the year. It is a process, not an event.

## Who is it for?

Performance Engagement is used by the HR function within organisations, or Consultants who have contracted to implement effective performance management processes in organisations.

## What it does...

Performance Engagement is designed for organisations who wish to achieve any of the following:

- Daily management of workplace activity
- Alignment of work activity with organisational objectives
- Development of individual competence
- Management of the Induction Process
- Management of Graduate Intakes
- Remote mentoring or coaching programmes
- Alignment of development plans with workplace activity needs, and
- Performance Appraisal

## Why it is unique?

Performance Engagement is unique in its "bottom up", top aligned processing. Combine this with a project basis that allows the same tool to be applied to many uses and it becomes a valuable asset for the organisation.

It can also link your 360 degree profiles, Personal Assessments, Performance records, development plans, and journals of performance, interviews and development all into one simple interface. At the top level, organisations can clearly see how they are progressing so that early intervention is possible. For participants, there is potential for increased motivation and productivity influenced by regular constructive interaction with their manager.