

# Performance Management

IntegrateHR - Human Resource Consulting and Systems



## About Performance Management

A good performance management process helps organisations deliver lasting improvement by ensuring employees, teams and managers know what they should be doing, how they should be doing it and that they take responsibility for what they achieve.

An effective performance management system enables senior management to communicate across the organisation and ensure that managers and employees fully understand key corporate objectives. This puts employees on the track to increased productivity and enables the organisation to align, develop, motivate and maintain a high performance workforce by placing an emphasis on managing, supporting and developing staff at all levels within the organisation.

An integral part of this is the need to monitor performance, reward managers and employees that perform well, and to challenge and develop those who do not.



## Why Manage Performance?

Having an effective performance management system produces multiple benefits.

Firstly, it means everyone knows where the organisation is going, as there is clear focus on key objectives and priorities.

Secondly, it makes life more satisfying for employees because they know exactly what is expected of them.

Thirdly, because the emphasis is on meeting set criteria and targets, it is easier to monitor performance and to take action to intervene and improve where necessary.

Finally it helps organisations to meet their legal responsibilities in employment.



## Why IntegrateHR?

Our consultants have implemented performance management systems in a wide range of organisations and are highly skilled in undertaking and advising on design, administration, implementation, integration and manager and employee user-training and feedback.

With a range of web-enabled online performance management tools and functionality, such as setting objectives, feedback gathering and conducting and recording appraisals, we have the experience to help implement your performance management system from design to reporting, saving you, your managers and your employees considerable time, money and effort.



## How We Can Help

IntegrateHR provides a comprehensive range of products and services to ensure the success of your performance management process, from web-enabled online performance management tools to manager and employee skills training.

Performance management needs to operate at organisational, team and individual levels if it is to be effective. Our consultants can work with your organisation to establish and develop clear, consistent systems and procedures as well as a culture in which individuals and groups will understand how to take responsibility for the continuous improvement of business processes and of their own skills and contributions.

From strategy to measurement we can help you implement the two keystones of a performance management process: Objectives

- the 'what' of performance and Competencies
- the 'how' of performance.



## Case Study

A leading insurance company wanted to drive its 5 year strategic business plan through implementing a performance management process.

IntegrateHR firstly translated the strategy into key objectives and competencies that would cascade throughout the organisation.

We trained senior and line managers in the performance management process and skills (such as setting objectives, conducting appraisals, feedback and development planning) and implemented web-based tools to aid the process.

Within 3 months all managers and employees had annual objectives and personal development plans linked to the business strategy.

