

# Benefits of an improved Performance Management process



## Why moving towards a people oriented process pays off

There is a lot of unclarity when it comes to performance management. What works and what doesn't? We've questioned international organisations on how they do their performance management, why it works for them and if they see any added business value.



### What's in it for HR

It's time for HR to move away from a directive towards a supportive role. This allows HR professionals to become a more strategic partner of the management board and rely on data to make informed talent decisions.



### What's in it for Managers

Managers can take more ownership over their team's performance by having more structured conversations and giving regular feedback.

## Generate Business Value

We asked organisations if their performance management process generates added business value. **We found that there is 5 times higher chance to generate added business value if a minimal performance management process is used.**

### Does your updated process generate added business value?

**51%**

Yes, our process generates added business value.

**46%**

Not yet, we are still in the middle of our change.

**3%**

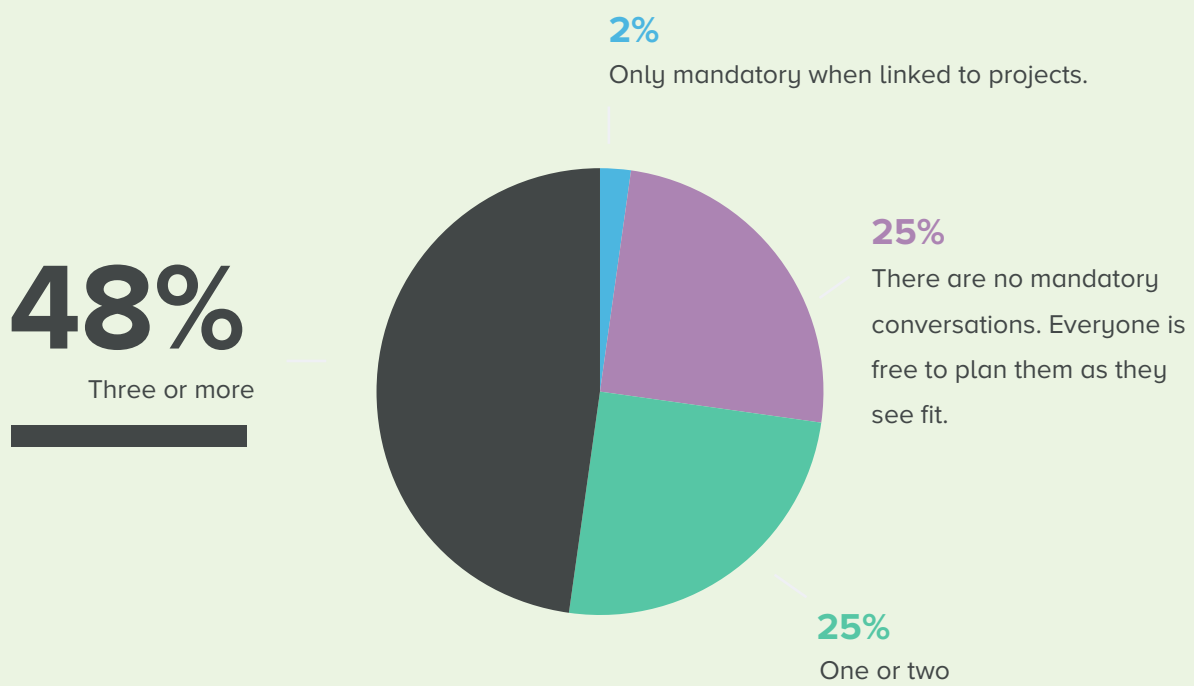
No, we don't see added business value.

## Give structure to your process

From our research, it appears that leaving one-on-one conversations too open without any structure has a less positive impact on your performance management process. People need a certain **structure to hold on to.**

If you have one yearly appraisal in your old process, don't immediately jump to 4 conversations. Use the one conversation you have as a basis and move forward from there. Also never eliminate your current structure without setting up a new one.

### Your organisation's current approach towards one-on-one conversations is:



## Involve your leaders to succeed

Involvement from your top-management shows that the process is part of your organisation's strategy and has thus been adopted at a higher level in your organisation. From our research, it became apparent that it's important to actively involve your leadership in your performance management process.

### Does your leadership use your performance management process?

**46%**

Yes, but the majority still has to get used to it.

**40%**

Yes, they are advocates of the new approach.

**14%**

No, they do not use it.