YOU’VE DITCHED PERFORMANCE MANAGEMENT, THAT’S A BONUS!

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JUST IMAGINE!

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Why change?

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Our beliefs

• Purpose of PM - to increase performance of people, teams and the organisation
• Leaders time - better spent on coaching
• Performance management should be
  • People Powered
  • Strategy Focused
  • Coaching Led

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Institute leadership: The aim of management should be to help people to do a better job. Management is in need of overhaul.

Drive out fear so that everyone may work effectively for the company.

Remove barriers that rob workers and people in management of their right to having pride in their work. This means, for example, abolition of the annual or merit rating and of management by objective.
What we did and how we did it

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The what...

- Removed Performance Ratings
- Removed Annual Performance Review
- Introduced Regular Coaching Based Conversations
- Trust and empower leaders to recognise and reward in the moment

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The how...

- Start with the "Why?"
- Long Haul
- Investment in our leaders
- Leader Led
Radical Transparency

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Observation

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Nomination Circle

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What are we measuring?

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