

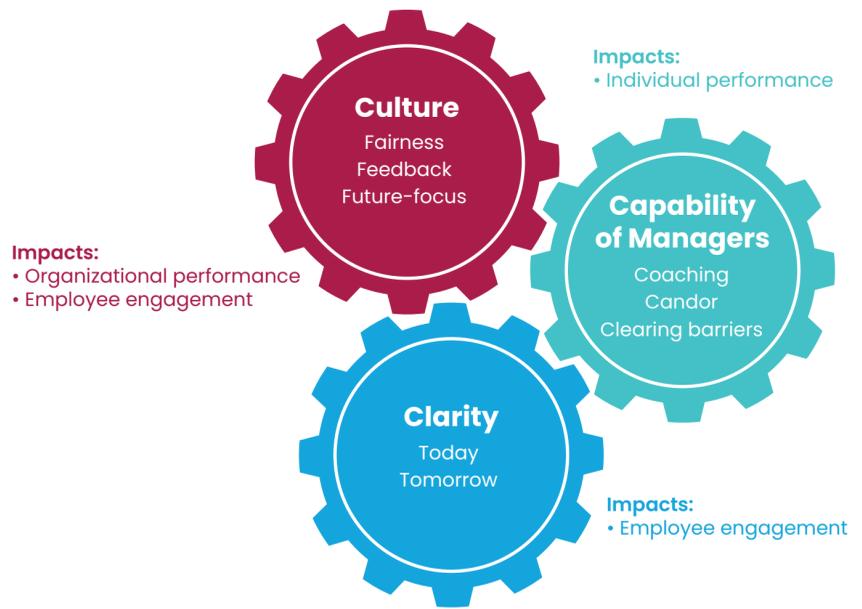
HOW EFFECTIVE ARE YOUR PERFORMANCE MANAGEMENT PRACTICES?

Of all the modern changes to performance management practices, which ones actually make a difference?

LEVERS THAT AFFECT PERFORMANCE AND ENGAGEMENT

Our recent study identified 3 levers that organizations can use to increase organizational and individual performance, as well as engagement.

This model highlights a different mindset - one that focuses on culture, managers, and clarity. And it illustrates the differences in modern practices versus the way we've always done it.



HOW LEVERS CHANGE MODERN PM

Historically, performance management practices have been a structured and inflexible checklist designed primarily to meet organization needs. Today, a focus on culture, capability of managers, and clarity means that organizations are creating a series of ongoing habits - making PM as much about engagement and development as it is about performance. *Note: colors align with levers introduced above.*

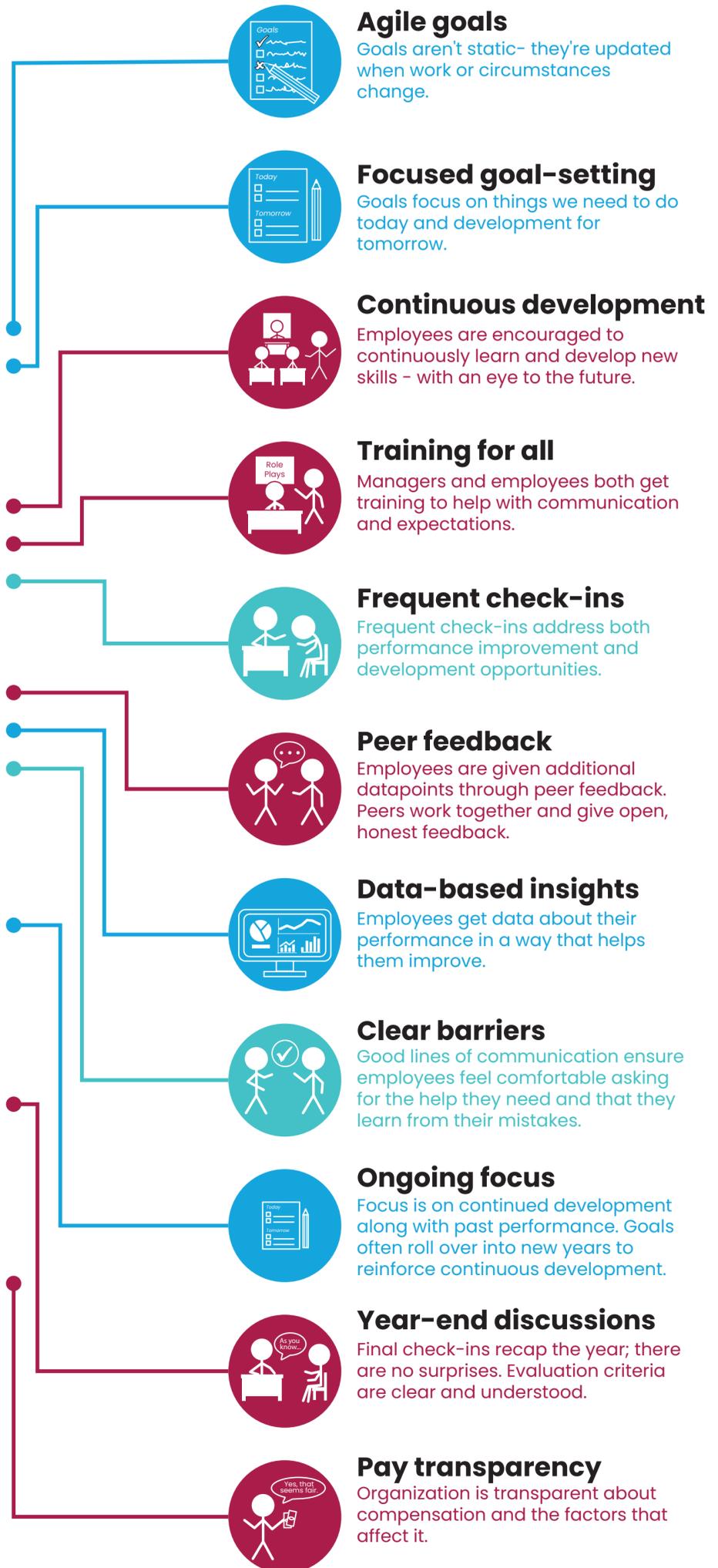
Historical check-the-box approach

HISTORICAL PM CHECKLIST

- Goals are set at beginning of the year and approved by managers.
- Employees are offered structured opportunities for development.
- Managers are encouraged to give meaningful feedback and may get training on how.
- End-of-year prep, including collecting data, writing reviews, and calibration.
- End-of-year performance review - covers entire year. Performance rating assigned.
- Compensation is determined and delivered. Methods are often not clear.

Note: Modern addition colors align with levers introduced above.

Modern additions



DOWNLOAD THE REPORT:

<https://redthreadresearch.com/2019/10/04/mpm-download/>