

# Revisiting Performance Management



## RETHINKING PERFORMANCE MANAGEMENT FOR THE 'NEW WORLD' WORKFORCE

Is there a risk the normal performance management cycle will add more stress during this time?

Can business handle a time consuming performance management process now?

Are there systemic barriers to Inclusion under the current approach?

Will it serve a meaningful purpose during these times?

Are other mechanisms ensuring shared understanding, clear objectives and expectations, and continuous feedback?

If traditionally linked to merit increase, bonus' or other talent actions, are these available during these times?

## STATS



Only 54% of companies are conducting annual or semiannual reviews vs 82% in 2016 <sup>6</sup>



60% of employees said getting feedback on a regular basis is very motivating <sup>2</sup>



69% of employees say they would work harder if they felt their efforts were better recognized <sup>3</sup>



Only 19% of employees strongly agree that their manager recently reviewed their greatest successes <sup>1</sup>



---

# MANAGERS NEED SUPPORT

---



8 in 10 managers lack skills in providing feedback and coaching to employees; managers tend not to be at their best in times of stress and pressure <sup>3</sup>

- Coaching skills
- Set Great Leadership Example for 'how to'
- Continuous feedback, initiating candid and courageous conversations with compassion
- Measure results rather than face-time; equip with new ways of understanding Team Member impact and value
- Self-assessment - 360 for feedback on heightened Pandemic skills

---

## ADAPTING TO UNIQUE CIRCUMSTANCES

---

### DESIGN TO MINIMIZE STRESS AND MAXIMIZE VALUE



#### Outcomes Focus:

OKR (Objectives + Key Results) trend  
Clarity of goals and expectations - particularly as roles and priorities and resources have changed

#### Objectivity and Fairness:

Collect Perspectives: 3.5% increase in performance management perception of usefulness when employees are evaluated by peers with interconnected work and shared goals <sup>2</sup>

Data-based decisions - ensure objective measures are relevant to "success" or impact

#### Growth Orientation:

Spotlight on continuous, two-way feedback through regular conversations

Creative and innovative skill development for current and New Reality needs + career development objectives

---

## LEARN MORE

---

Are you looking for support on rethinking performance management?

Contact HirePower Inc. Founder,  
Meryl Rosenthal - [merylr@hirepower.ca](mailto:merylr@hirepower.ca)

1 Gallup: Get Progress Reviews Right During COVID-19 (and After)  
2. Fast Company: How COVID-19 should impact performance reviews  
3. Forbes: How to Assess Talent And Conduct Annual Reviews During COVID-19  
4. Culture Amp: Managing Performance Evaluations During a Pandemic  
5. Mercer: Risks and Opportunities in performance management post-COVID-19 Q&A with Lori Holsinger, Ph.D.  
6. Workhuman: New Workhuman survey report 'The Future of Work is Human'

