

# What an Effective Performance Management Process Looks Like.

An effective performance management process intentionally focuses its time on:

- **Creating meaningful performance goals that will contribute to the company's growth.** Organizations that do this well dedicate time for managers, employees, and cross-functional teams to work together to contribute their ideas on what the goals should be and how they can work together to achieve them.
- **Ensuring expectations of performance goals are well understood.** Organizations that do this well ensure that managers and employees have a clear understanding of what, why, how, and when the goal needs to be achieved. When employees contribute to goal creation, it only increases clarity of expectations.
- **Providing productive feedback to nurture personal growth and achievement of goals.** Organizations that do this well provide feedback in the moment with the intent to nurture and develop an individual. The feedback is focused on how the individual can continue to grow professionally and ensure they contribute to the organization's success. A contributing factor for organizations that do this well are organizations that embed continual feedback and improvement in all aspects of their organization. When sharing and receiving feedback become part of the normal everyday dialogue, it is less emotionally taxing.



- **Regularly monitoring goal progress and adjusting as needed.**  
Organizations that do this well set aside dedicated time at least once a quarter to monitor progress against goals, discuss what they are doing well, and what adjustments need to be made to ensure achievement.
- **Recognizing and rewarding employees for demonstrating desired behaviors.**  
Organizations that do this well are intentional about how they recognize and reward employees. Only behaviors that demonstrate the desired behaviors that drive results are recognized and rewarded. Being intentional is key.
- **Straightforward appraisal and documentation.**  
Lastly, organizations that have straightforward appraisal and documentation systems keep managers and employees focused on the activities that foster a culture of engagement and continuous improvement. Thus, driving results.

### **How First+Third Can Help Your Organization:**

First+Third Consulting develops customized solutions to enhance your performance management process and culture to ensure it supports your organization's ability to achieve results. Contact us today to learn more.

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*Connecting culture, leadership, and strategy to drive organizational performance.*