

5 LATEST TRENDS

in

PERFORMANCE MANAGEMENT

1

ALIGNING OBJECTIVES UPWARDS

The Corporate Executive Board has recommended moving away from lengthy top-down objective cascading processes.

Instead, share your organisational and business unit goals with employees and have them set their own objectives to align with these goals.



2

REGULAR CHECK-INS

Leading organisations such as Microsoft and Deloitte have implemented weekly, forward-looking one-to-ones between managers and their team members, placing less focus on formal performance reviews.



3

IN-THE-MOMENT FEEDBACK

Receiving frequent and timely feedback from the line manager and colleagues is proving to be more effective in improving performance than traditional once-a-year 360 degree feedback exercises.

The ideal ratio of positive to constructive feedback is around 3:1.



4

DE-COUPLING REWARD

Studies have found that directly linking performance ratings to reward has a negative impact on employee motivation and performance in most cases.

Organisations are now starting to de-couple pay reviews from performance appraisals.



SIMPLIFICATION

5

Performance management processes have come under fire for being unnecessarily sophisticated and time consuming, leading to a 'box-ticking' mentality.

We're seeing more organisations simplifying their appraisal forms and placing the emphasis back on high quality discussions.



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