

# Performance & Talent

## What's in it for me?

Performance & Talent

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# Why Continuous Performance Management?



**Continuous performance management** allows organisations to examine the overall business as well as the development of individual employees, improving performance via meaningful goal setting and real-time feedback



# Continuous Performance Management Framework



**Set Goals:** Set and proactively work towards meaningful individual goals which are linked to organisational priorities



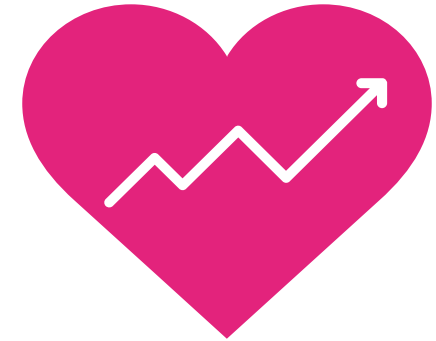
**Real-time feedback:** A mixture of positive and constructive feedback delivered in the moment



**Coaching:** Regular, structured conversations focused on progress against goals and removal of barriers to progress



**Deliberate planning:** Career development plans which are wholly-owned and driven by the **employee**



**Decoupled** process for measuring performance built around evidence, **not ratings.**

# Employee Benefits- What's in it for me?



- **Understand your Strengths/Areas for Improvement:** You receive regular feedback to help you understand your strengths and areas for improvement in real-time leading to better performance.
- **You are in control:** You are in control of your own development and can set conversations with your manager at the click of a button.
- **Well-rounded View:** You can request feedback from anybody with the organisation, giving you a well rounded view on performance
- **Develop your Skills:** Using your feedback, you can address skill gaps promptly enhancing your professional growth and career development
- **Engagement:** Regular feedback and check-ins can boost your engagement and motivation.
- **Clear on Expectations:** With agile goals, you are clear on the expectations of your role and objectives.
- **Raise blockers:** Regular conversations allow you to raise any blockers and understand your performance in real time, not just yearly.
- **Recognition:** You feel motivated as you are recognised for the excellent work you do in real-time



# Manager Benefits- What's in it for me?



- **Informed Decisions:** You will have a wealth of data available to you that you can use to make informed decisions around your team
- **Meaningful Conversations:** Discussion prompts and being able to see all feedback received by your team allows you to have meaningful conversations
- **Proactively resolve problems:** By having regular conversations, you can address performance issues promptly
- **Positive working relationship:** Regular check ins promote an open and honest culture leading to a positive working relationship
- **Agile Goal Setting:** It's easy to reflect and align goals to changing business needs, helping you and your team focus on the right priorities.
- **Improve Productivity:** You can uncover blockers within your team to improve employee productivity
- **Talent Development:** You can spot your high potential team members and proactively invest in their development improving employee retention.
- **Monitor Progress:** You can easily view the status of all of your team members' goals in one place, easily allowing you to monitor progress or overdue objectives



# Organisation Benefits- What's in it for me?



- **Improved employee performance:** Employees can stay focused on their goals and have the feedback and support they need to succeed, leading to significant improvements in employee performance
- **Increased employee engagement:** Employees feel that the organisation is investing in their success and development. This can lead to increased employee engagement and motivation.
- **Better alignment of individual and organisational goals:** Employees can understand how their work contributes to the overall goals of the organisation. This can help ensure everyone is working towards a common goal
- **Improved communication and collaboration:** Regular communication and collaboration between managers and employees leads to a more positive and productive work environment
- **Increased agility and adaptability:** Performance issues can be identified quickly and effectively. This can help organisations be more agile and adapt to change.
- **Objective Decision making:** As goals are documented, recency bias is eliminated, enabling leaders and managers to make more objective decisions based on facts.
- **Employee retention:** Employees who feel recognised at work are more likely to be engaged, reducing employee turnover.
- **HR Visibility:** HR have a clear view of all goals aligned to specific organisational objectives. They can also see all conversations so they can ensure they are frequent and meaningful



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