



Human Capital Strategies LLC

Competency-Based Talent Management Solutions



PERFORMANCE PLANNING Facilitating high performance

Your performance management and appraisal process consumes considerable time and energy, but what is the real return on that investment? Does it facilitate high performance?

PERFORMANCE PLANNING is designed to support your

- ✓ **Employees** by building the skills and knowledge they need to prepare challenging, results-oriented goals.
- ✓ **Managers** by understanding how to use performance goals to enhance business performance.

Employees learn how to:

- Identify key result areas – the areas in which they are expected to invest their time, energy and talent.
- Identify opportunities for improving performance within their area of responsibility.
- Prepare challenging, results-oriented performance goals.

Managers learn how to:

- Collaboratively set goals to build employee commitment to goal achievement.
- Establish clear, well-defined performance expectations – set a 'higher bar.'
- Align goals with business plans and strategies so everyone is focused on the same business objectives.
- Use goals as a tool to proactively manage employee performance throughout the year.

PERFORMANCE PLANNING is available as a self-study guide or action-oriented training module that can be facilitated by our staff or yours with the available facilitator's guide. The study guide and training module are fully customizable to build on a company's existing process.