

Evolving toward a Performance Management Philosophy

Performance Appraisal

Annual event, static

Retrospective

Individual Development
Plan

Formal documentation

Performance Management

Continuous feedback

Reflective and
prospective

Coaching and goal
adjustment

Planning,
SMART goal setting

Annual Performance Appraisals

- Review goals and performance standards with employee
- Formalize feedback to employee on his or her work performance
- Identify training or development needed to improve performance; and to prepare for anticipated changes in the unit
- Increase or maintain expected levels of productivity

Holistic Performance Management

- Accomplishes goals of organization
- Strengthens communication/ collaboration across the institution
- Deepens employee engagement, retention & creates sense of accomplishment
- Clarifies performance expectations
- Offers discussion of learning and professional development opportunities

